

Sustainability Report

現代貨箱碼頭有限公司 可持續發展報告 2022 - 2023

Building A Sustainable Legacy, Navigating the Path to **Carbon Neutrality** 延續可持續傳奇





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This is the sixth 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. 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 2022 and 2023. 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.

This report has been published online in September of 2024. We welcome your feedback on our sustainability performance and reporting. You may contact us by email at cad@modernterminals.com.

這是現代貨箱碼頭有限公司(公司)發表的第六份 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2022至2023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,以及我們為主要股東、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。

本報告已於2024年9月在網上發佈。歡迎大家對 我們的可持續發展績效和報告提出意見。您可以透過 此電郵聯絡我們: cad@modernterminals.com。



The years of 2022 and 2023 were full of challenges for the maritime and port industry. The throughput has been under pressure starting from the second half of 2022 because of the closure of the boundary between Mainland China and Hong Kong due to the pandemic, while people around the world gradually resumed consumption of services and not as much of goods. In 2023, the high interest rates and inflation have been impacting consumer confidence, and their disposable income and spending pattern.

At Modern Terminals, we celebrated our 50 Years of operations in Hong Kong as well as the 15th Anniversary of DaChan Bay Terminals in 2022. We organised a number of activities to celebrate our success together with our people, shareholders, customers, and other stakeholders.

The Hong Kong Seaport Alliance (HKSPA) continued to enhance the competitiveness of the port. The launch of Electronic Booking Confirmation Note (eBCN) in September 2022 and a full implementation in April 2023 marked the completion of the digitalisation of both import and export processes enhancing further efficiency at the port. In late 2023, HKSPA commenced the "proof of concept" of its autonomous truck project. This initiative aims to enhance safety, address the future issue of shortage of internal truck drivers and to help achieve decarbonisation. We anticipate it to last for more than a year and go well into 2024.

2022和2023年對於海運和港口業來說充滿 挑戰。自2022年下半年開始,由於中國內地與 香港之間的關口因疫情而封閉,加上世界各地的 人們逐漸恢復服務性消費較商品性消費為高, 港口吞吐量開始面臨壓力。在2023年,高息和 高通脹持續影響消費者信心及其消費金額和模式。

現代貨箱碼頭於2022年慶祝在香港營運50周年 誌慶,以及大鏟灣碼頭成立15週年。我們舉辦了 一連串活動,與員工、股東、客戶和其他持份者 一同慶祝所取得的成果。

香港海港聯盟持續提升港口的競爭力。電子訂艙單 (eBCN)於2022年9月推出並於2023年4月全面 實施,標誌著進出口流程全面數碼化,進一步 提升港口的效率。2023年底,香港海港聯盟開始 進行無人駕駛拖車的概念驗證。該計劃旨在提升 安全、應對未來碼頭內運車司機短缺的問題, 並有助減碳。我們預期驗證計劃會為期超過一年 及持續至2024年下旬。

We are pleased that our engagement efforts have resulted in some significant progress in the reporting period. We see that the availability of green bunker fuels is essential for all international shipping centres. The Hong Kong SAR Government has announced in the 2023 Policy Address to develop the city into a green maritime fuel bunkering centre which is crucial to the sustainable development of the port. In late 2023, the Government has also announced the Action Plans on 1) Modern Logistics Development and 2) on Maritime and Port Development Strategy. We will continue to collaborate with the Government and other stakeholders to ensure these important plans are materialised as soon as possible.

After the establishment of our Sustainability Strategy in 2021, we spared no efforts to move towards our long-term goals. For decarbonisation, we have been exploring different alternative energy sources for our vehicles and mobile machinery. We have introduced more electric vehicles and equipment at our facilities in Hong Kong and DaChan Bay. In addition, we have been exploring hydrogen and renewable diesel hydrotreated vegetable oil (HVO) as alternative fuels. In terms of disclosure, we have started to look at our Scope 3 emissions and we aim to disclose data in this area in our next report

To enhance our corporate culture, we have resumed our culture survey in July 2023 after a suspension due to the pandemic. To strengthen the survey content to make it more relevant to our people and easier to complete, we rebranded it as an Employee Experience Survey with simplified format. While we see positive results in all areas, we have plans to address gaps identified in the survey including efforts to enhance awareness of our Sustainability Strategy and efforts among our people.

For Health and Safety, we made special efforts to enhance and promote our employee health check-up programme to ensure our people make good use of it for better health care and to identify potential issues before they start, and to detect diseases early on.

We aim to expand further our own Modern Terminals Summer Fitness Programme and increase employee participation in volunteer work under our Sustainability Strategy. In the reporting period, we have made preparations for our Company to take over from our NGO partner the liaison with the alumni members so that we could arrange more activities for the programme alumni. We will also take into consideration feedback from our people in the Modern Volunteer Force (MVF) survey with an aim to attract more people to join the volunteering activities.

We will continue to update our detailed work plan to drive our efforts towards the goals under our Sustainability Strategy.

We treasure your feedback which will help us improve further. Please share your comments and suggestions with us. Contacts are available at the back cover of this report.

在報告期內,很高興看到我們的聯繫溝通工作 取得重大進展。我們認為綠色船用燃料的供應 對於所有國際航運中心都是不可或缺的。香港 特區政府在2023年施政報告中宣佈將香港打造 為航運綠色能源加注中心,這對港口的可持續 發展至關重要。此外,香港特區政府亦在2023年底 公佈1) 現代物流發展行動綱領及2) 海運及港口 發展策略行動綱領。我們將繼續與政府和其他 持份者合作,確保這些重要計劃盡快落實。

我們於2021年制定可持續發展策略後,即不斷 努力朝著長遠目標邁進。在減碳方面,我們持續 為車輛和移動機械尋找不同的替代能源,其中 在香港和大鏟灣引進了更多電動車和設備。 此外,我們亦探索氫能及氫化植物油(HVO) 作為替代燃料的可行性。在披露方面,我們已經 開始整理範圍3的排放數據,期望在下一份報告中 作出披露。

為了進一步提升企業文化,我們在2023年7月 恢復因疫情而暫停的文化調查。我們將其重新命名 為員工體驗調查,強化調查內容與員工的關連性, 並簡化其模式,讓大家可以更簡易地完成。公司 在所有範疇均取得不俗的成績,我們就有改善 空間的範疇制定提升計劃,包括加強員工對可持續 發展策略及相關工作的認識。

在健康與安全方面,我們特別加強和推廣員工健康 檢查計劃,以確保員工充分利用此醫療保健服務, 實行預防勝於治療,並及早發現疾病。

在可持續發展策略下,我們計劃進一步擴展「現代 貨箱碼頭夏日運動站」,並致力提升員工義務 工作的參與度。報告期內,我們已作好準備從 非政府組織合作夥伴接手與舊友會成員聯絡的 工作,以便為他們安排更多的活動。我們也會將 「現代仁」義工隊調查所收到的意見納入考慮・ 以吸引更多同事參與義工活動。

我們會持續更新詳細的工作計劃,以推動實現 可持續發展策略的目標。

我們重視您的意見,以助我們不斷進步。請與 我們分享您的意見及建議, 聯絡方式請見本報告 封底。

虚体队

盧偉民

Horace Lo Group Managing Director

Hornal



In 2021, Modern Terminals established a comprehensive Sustainability Strategy with long-term goals for all our five sustainability pillars – 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 — 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) 持續探索創新科技·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年或之前加強承辦商管理實務
		(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

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	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)	(E1) No direct GHG emissions from operations by 2030 (E1) 於2030年或之前將營運中的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率
	Waste and effluent discharge (W) 廢料與污水排放(W)	(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) 加強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

· Container terminals

• 貨箱碼頭



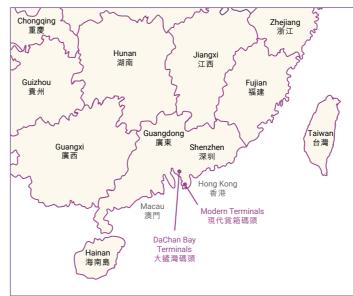
Modern Terminals Limited is a privately-owned company with large listed conglomerates as our shareholders, namely The Wharf (Holdings) Limited (68%), China Merchants Port Holdings Company Limited (27%) and Jebsen Securities Limited (5%). Headquartered in Hong Kong, we own and operate container terminals at the Port of 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 warehouse tenants; 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, stevedoring, cleaning service, security service...etc.

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及公司貨倉大樓租戶,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、裝卸、清潔及保安等。





Company name	公司名稱
Modern Terminals Hong Kong (100%)	現代貨箱碼頭(100%)
Services and operations	所經營的業務和服務
Container terminals	• 貨箱碼頭
Warehousing leasing	• 貨倉租賃
Container freight station	• 貨物集散站
MAINLAND CHINA 中國內地	
Company name	公司名稱
DaChan Bay Terminals (65%)	大鏟灣碼頭(65%)
Services and operations	所經營的業務和服務

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 (Corporate Member) 丹麥商會(公司會員)
- 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 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

- China Ports Association (Member) 中國港口協會(會員)
- 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)

• Shenzhen Ports Association (Vice Chairman Unit) 深圳港口協會(副會長單位)

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AWARDS AND RECOGNITIONS 獎項和嘉許

Organiser 主辦單位	Award and Recognition 獎項和嘉許	Year of Award 獲嘉許年份
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 香港提升快樂指數基金	Happy Company 5 Years+ 「開心企業5年+」標誌	Since 2017 自2017年
Lloyd's Register Quality Assurance .td.	ISO 14001 EMS Certification ISO 14001 環境管理體系認證	Since 2009 自2009年
Federation of Hong Kong ndustries 香港工業總會	BOCHK Corporate Environmental Leadership Awards - 5 Years+ EcoPioneer 中銀香港企業環保領先大獎 - 5年+環保先驅	Since 2018 自2018年
Chinese YMCA of Hong Kong 香港中華基督教青年會	Y-care CSR Scheme - Silver Partner Y-Care 企業伙伴計劃 - 銀伙伴	Since 2017/2018 自2017/2018年
	Y-Care Outstanding Performance (Social) Award Y-Care 非凡(社會)成就獎	2022/2023 2022/2023年
long Kong Council of Social ervice 昏港社會服務聯會	15 Years Plus Caring Company Logo 「商界展關懷連續15年或以上」標誌	Since 2007/2008 自2007/2008年
nspiringHK 疑動香港體育基金	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 nformation Officer, Equal Dpportunities 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 ndustries 香港工業總會	Industry Cares - 5 Years+ Caring Certificate (Enterprise Group) 「工業獻愛心」表揚計劃 - 5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	So things
China Association of Enterprises with Foreign Investment and Shenzhen Association of Enterprises with Foreign	National (Shenzhen) Excellent Enterprise with Foreign Investment 全國(深圳)優秀外商投資企業		
Investment 中國外商投資企業協會及深圳外商 投資企業協會	- Harmonious Labour Relationship Promotion - 和諧勞動關係促進獎	Since 2014 自2014年	
	- Excellent Tax Payment and Turnover - 雙優企業獎	Since 2013 自2013年	
	- Carbon Reduction Promotion - 綠色減碳促進獎	2022-2023 2022至2023年	選問大 全国 (呼 (P) (P) (P) (P) (P) (P) (P) (P) (P) (P)
	- Compliance Construction Promotion - 合規建設促進獎	2022-2023 2022至2023年	
China (Shenzhen) International Logistics and Supply Chain Fair	Outstanding Logistics and Supply Chain Service Provider	2020-2022	
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至2022年	10000000000000000000000000000000000000
	Excellent Container Service Provider 優質集裝箱服務商	2023 2023年	2 2000 2000
Volunteer Association of Xi'xiang Street, Bao'an District 寶安區西鄉街義工聯會	Outstanding Volunteer Group 優秀團體志願服務隊	Since 2021 自2021年	202 地券 等4次















Stakeholder engagement plays an important role in our strategy development as we anticipate and adapt to an evolving business environment by understanding the needs, concerns and expectations of our stakeholders. We have been communicating our business strategies, actions, and sustainability initiatives with our stakeholders through various channels. We have deployed a comprehensive mapping and prioritisation process to identify and engage stakeholders based on their influence or dependency on the Company.

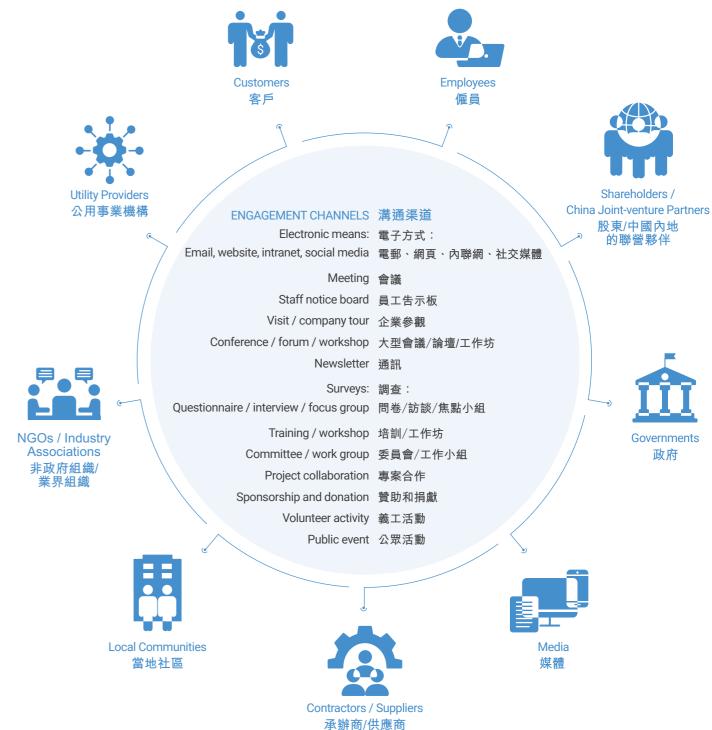
與持份者溝通對我們制定策略非常重要。我們透過了解持份者的需要、他們的關注議題和期望來預測和適應不斷變 化的營商環境。我們透過不同渠道與持份者就公司的業務策略、工作和可持續發展舉措作溝通。我們亦會根據持份 者對公司的影響力或依賴程度進行量化評估和確立優先次序。

We conducted another round of interviews with selected shipping line customers to gather feedback and insights on sustainability topics. This is on top of the day-to-day engagement with our customers which will help us identify areas for further enhancement. In the past, we have also engaged with other stakeholder groups including employees, contractors, suppliers, industry associations, NGO partners, shareholders, and warehouse tenants through focus groups and interviews. For more information, please refer to our previous reports on our website: https://www.modernterminals.com/en/ sustainability/#sustainability-reports

我們與選定的船公司客戶進行另一輪訪問,以收集 有關可持續發展議題的意見和看法。除了與客戶 日常之互動,此訪問有助我們識別需要進一步 改善的範疇。過往我們亦曾透過焦點小組和訪談 的方式與其他持份者溝通,包括僱員、承辦商、 供應商、業界組織、非政府組織合作夥伴、股東 和貨倉大樓租戶。欲了解更多,請參閱我們網站上 過往的報告: https://www.modernterminals.com/ tc/sustainability/#sustainability-reports

The diagram below shows the stakeholder groups and their corresponding engagement channels.

下圖顯示持份者群組及其相應的溝通渠道。





The key issues raised by shipping line customers and our responses are presented in the table below.

下表列出船公司客戶提出的重點關注議題和 我們的回應。

Kev Issues Raised by

Our Response Stakeholders Engaged 我們的回應 持份者提出的重點關注議題 Corporate Governance 企業管治 **International Initiatives** With an aim to further enhance our sustainability performance, we have been considering and ESG Ratings to take part in various international initiatives and the recent adoption of United Nations 國際倡議和環境、社會及 Sustainable Development Goals (UNSDGs) is an example. We will continue our efforts 管治(ESG)評級 in this aspect. 為進一步提升可持續發展表現,我們不斷考慮參與各種國際倡議,而最近採用聯合國的 可持續發展目標 (UNSDGs) 便是一個例子。我們會在這範疇繼續努力。 **Digitalisation and** Modern Terminals has been looking at various technologies with an aim to further **Automation** enhance our efficiency and to address issues faced by the industry. Besides the launch 數碼化和自動化 of eRO and eBCN, and involvement in the HKSAR Government's Smart Port initiative mentioned in the last report, we work with other members of HKSPA to have launched the "proof of concept" of autonomous truck which will help us to improve safety, to address the future issue of shortage of truck drivers and achieve decarbonisation in Hong Kong.

現代貨箱碼頭一直探究各種技術,以進一步提升效率和解決業界面臨的問題。 除推出電子提櫃單(eRO)和電子訂艙單(eBCN),以及上一份報告中提及參與特區 政府的智慧港口計劃外,我們亦與香港海港聯盟其他成員合作,推出無人駕駛電動 拖車的「概念驗證」,這有助我們提升安全水平、應付未來內運拖車司機短缺的 問題, 並為香港減碳。

Cybersecurity 網絡安全

We spare no effort to enhance our cybersecurity by upgrading our infrastructure, introducing new tools and conducting training. More details are available in the chapter on Corporate Governance of this report.

我們在加強網絡安全方面不遺餘力,包括升級基礎設施、引入新工具以及舉辦培訓。 詳情請參閱本報告的企業管治篇章。

Environmental Performance 環保表現

Climate Agility and Resilience 氣候應變能力

The impact of climate change is imminent. Our Company has conducted a climaterelated risk assessment in Hong Kong in late 2019 and we have been developing mitigating measures. We also review and update our various plans in view of the more frequent occurrence of extreme weather conditions. Our efforts will continue.

氣候變化的影響迫在眉睫。本公司已於2019年底在香港進行氣候相關的風險評估, 並製訂緩解措施。鑑於極端天氣狀況更加頻繁地發生,我們亦審視和更新了相關計劃 和安排。有關工作會持續進行。

Decarbonisation 減碳

Under our Sustainability Strategy, we aim to eliminate all our direct GHG emissions by 2030 and to become carbon neutral by 2050. As mentioned in the Message from Group Managing Director of this report, we are looking at scope 3 emissions and with the data we will consider to turn our decarbonisation commitment to Science Based Targets.

根據我們的可持續發展策略,目標在2030年將營運中的直接溫室氣體排放減至零, 並於2050年實現碳中和。如報告內的集團董事總經理獻辭中提到,我們正研究範圍3的 排放,並會根據有關數據考慮將我們的減碳承諾轉化為科學基礎目標。

Key Issues Raised by Stakeholders Engaged 持份者提出的重點關注議題

Our Response 我們的回應

Environmental Performance 環保表現

Green Maritime Fuel Bunkering 綠色航運能源加注

Modern Terminals sees the importance of green maritime fuel bunkering to the competitiveness of a port and has been engaging with relevant authorities with an aim to ensure the availability of green maritime fuel in locations where we operate. Hong Kong SAR Government has announced its plan to develop the city into a green maritime fuel bunkering centre and we will continue to work with various stakeholders on this.

現代貨箱碼頭深明航運綠色能源加注對港口競爭力的重要性,我們一直與有關當局 合作,以確保我們營運所在地能夠提供航運綠色能源。香港特區政府已宣布 計劃將香港打造成為航運綠色能源加注中心,我們將繼續與各持份者合作推動相關 工作。

Workforce and Talent Pipeline 人力和人才吸納

Workplace Diversity and Inclusion

多元共融的工作場所

Modern Terminals has been a signatory of the Racial Diversity and Inclusion Charter for Employers since 2019, demonstrating our commitment to promoting diversity. We have set a target to maintain at least 30% women representation at the management level, ensuring gender diversity within the Company.

現代貨箱碼頭自2019年開始簽署《種族多元共融僱主約章》,體現我們對促進 多元化的承諾。我們目標在管理層中保持最少30%為女性,以確保公司內的性別 多樣性。

Health and Safety 健康及安全

Annual Audit and Adoption of Automation to Enhance Safety

年度審核和採用自動化 加強安全

We engage an independent party to conduct audit of our health and safety management system. Please see P.37 for more details.

Separately, the autonomous truck project in a way will also help enhance safety. 我們聘請獨立第三方為健康和安全管理系統進行審核,詳情請參閱第37頁。 此外,無人駕駛拖車計劃亦有助提升安全。

Community Involvement 社區參與

Communication with Stakeholders 與持份者溝通

We have been utilising multiple communication channels to share our community involvement initiatives with our stakeholders. These channels include our Sustainability Report, Company website, LinkedIn, emails, internal communications platform ModernChat, and staff newsletters.

我們一直透過多個溝通渠道與持份者分享我們的社區參與活動,包括可持續發展 報告、公司網站、領英 (LinkedIn)、電郵、內部通訊平台 Modern Chat 和員工通訊。



Throughout the engagement process, stakeholders were involved in identifying key sustainability topics for our Company and offering feedback on our sustainability approach and performance. We also conducted a review of the industry context to ensure that our priorities and reporting boundaries align with industry practices and meet stakeholder expectations. For this report, we have added three material topics including business ethics and human rights, workplace diversity and inclusion, and supplier management. The table below presents a list of our material sustainability topics and their potential positive and negative impacts, which have been thoroughly reviewed and approved by our Sustainability Steering Committee.

重要性評估

在確立可持續發展的重要議題上,我們的持份者亦參與其中,他們同時為我們的可持續發展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。此報告中我們增加了三個重要議題,包括商業道德和人權、多元共融的工作場所以及供應商管理。我們的可持續發展督導委員會經仔細審查後同意下列可持續發展議題對公司至為重要,下表亦列出了其潛在的正負面影響。

Material Topic 重要議題	Corresponding GRI Standard(s) 相關GRI標準	Potential Positive Impact 潛在正面影響	Potential Negative Impact 潛在負面影響
Economic 經濟	Ī		
Economic Performance 經濟表現	GRI 201	Contribute to the local economy by creating jobs and generating revenue through port operations and related services, stimulating economic growth, and supporting the community's livelihoods. 透過碼頭營運和相關服務創造就業機會和收入,刺激經濟增長,支持社區生計,為本地經濟作出貢獻。	External factors like the global economy and trade policy changes can impact economic performance, affecting profitability and job opportunities. 全球經濟和貿易政策變化等外部因素可能會影響經濟表現,影響盈利和就業機會。
Governance 管	治		
Business Ethics and Human Rights 商業道德和 人權	GRI 205 GRI 206	Enhance brand value and customer satisfaction. 提升品牌價值和客戶滿意度。	Cause loss of trust from customers affecting business. 導致客戶失去信任,影響業務。
Environment 耳	震境		
Climate Change 氣候變化	GRI 302 GRI 305	Contribute to mitigating climate-related risks with our decarbonisation efforts. 透過我們減碳方面的努力,為緩解氣候相關風險作出貢獻。	Cause more severe impact of global warming and climate change if emissions are not reduced. 如果不減少排放,將造成更嚴重的全球

Material Topic 重要議題	Corresponding GRI Standard(s) 相關GRI標準	Potential Positive Impact 潛在正面影響	Potential Negative Impact 潛在負面影響
Environment 3	環境		
Emissions / Air Pollution 氣體排放 / 空氣污染	GRI 305	Improve air quality within the port area by transitioning to greener fuels and electrifying container handling equipment and vehicles. 透過轉用更環保的燃料以及電動貨櫃裝卸設備和車輛,改善碼頭的空氣質素。	Lead to air pollution, negatively impacting the health of the local community, if continue to rely on fossil fuels. 如果繼續依賴化石燃料,會導致空氣污染,對當地社區的健康產生負面影響。
Energy Consumption 能源消耗	GRI 302	Help reduce emissions by deploying more energy efficient measures. 透過採取更節能的措施減少排放。	The increased energy cost will impact the economic performance and the emissions will have negative impact on climate change and air quality. 能源成本增加將影響經濟表現,而排放會對氣候變化和空氣質素產生負面影響。
Effluents and Waste 污水和廢棄物	GRI 306	Minimise the impact of our operations on water quality and alleviate the burden on landfills. 將我們營運對水質的影響減至最少,並減輕堆填區的負擔。	Lead to water pollution in the proximity of the port, and increased cost for the Company and the society as a whole for waste management. 導致港口附近的水污染,增加公司及社會整體的廢物管理成本。
Social 社會			
Occupational Health and Safety 職業健康與 安全	GRI 403	Foster a safety culture to minimise workplace hazards, and to promote a healthy lifestyle. 培養安全文化,將工作場所危害減至最低,並促進健康的生活方式。	Increase the risk of work-related illnesses, injuries, and fatalities if failure to implement sufficient health and safety measures. 如果未能實施足夠的健康和安全措施,會增加與工作相關的疾病、受傷和死亡的風險。

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Material Topic 重要議題	Corresponding GRI Standard(s) 相關GRI標準	Potential Positive Impact 潛在正面影響	Potential Negative Impact 潛在負面影響
Social 社會			
Employee Benefits and Compensation 僱員福利和 薪酬	GRI 401	Contribute to employee satisfaction, wellbeing, and retention. 有助提升員工滿意度和福祉,以及人才留任。	Lead to employee dissatisfaction and negatively impact morale. 導致員工不滿並對士氣產生負面影響。
Working Conditions and Hours 工作環境和 時數	GRI 402	Promote employee satisfaction and work-life balance, and enhance productivity. 促進員工滿意度和工作與生活的平衡,並提高生產力。	Lead to fatigue affecting safety, productivity, and the people's well-being. 導致疲勞,影響安全、生產力和員工的福祉。
Employee Development 僱員發展	GRI 404	Enhance the performance of the Company by equipping people with the required skills and knowledge, and support corporate culture and employee retention. 透過為員工裝備所需技能和知識來提升公司表現,並有助建立企業文化和人才留任。	Lead to reduced employee loyalty, satisfaction, and commitment to the Company. 導致員工的忠誠度、滿意度和對公司的投入度降低。
Contractors' Workers Management 承辦商員工 管理	GRI 401 GRI 403		May result in labour rights violations and unsafe working conditions if effective management system is not in place. 如沒有有效的管理制度,可能會違反勞工權利和導致不安全工作環境。
Community Engagement 社區參與	GRI 413	Positive engagement contributes to the communities in which we operate. 積極參與,為我們業務所在社區作出貢獻。	May lead to lack of public understanding of the importance of the port. 可能導致公眾缺乏了解港口的重要性。

Material Topic 重要議題	Corresponding GRI Standard(s) 相關GRI標準	Potential Positive Impact 潛在正面影響	Potential Negative Impact 潛在負面影響
Workplace Diversity and Inclusion 多元共融的 工作場所	GRI 405 GRI 406	Promote equal opportunities, non-discrimination, and supportive workplace, benefiting employees and contributing to a more inclusive society. 促進平等機會、非歧視和互相支持的工作場所,使員工受惠·並為建立更具包容性的社會作出貢獻。	Cause a negative work environment and decreased employee morale. 導致消極的工作環境和員工士氣下降。
Supply Chain Management 供應商管理	GRI 204 GRI 308 GRI 414	Uphold social and environmental standards throughout the supply chain. 在整個供應鍵中維護社會和環境標準。	Intensify social and environmental negative impacts if suppliers lack sufficient management policies and practices. 如供應商缺乏足夠的管理政策和實踐,會加劇社會和環境的負面影響。
Service Qualit	y 服務質素		
Technology Upgrade and	GRI 201	Improve overall performance and foster positive environmental and economic	May result in incapability to meet the ever- changing needs of shipping line customers

Service Quality	y 服務質素		
Technology Upgrade and Operational Efficiency 科技提升和 操作效率	GRI 201	Improve overall performance and foster positive environmental and economic impacts. 提高整體表現並促進環境和經濟的正面影響。	May result in incapability to meet the everchanging needs of shipping line customers and loss of business. 可能導致無法滿足船公司客戶不斷變化的需求以致業務損失。
Cybersecurity 網絡安全	GRI 418	Promote a secure workplace for employees and a safe business environment for customers. 為員工打造安心的工作場所,並為客戶提供安全的營商環境。	Lead to financial loss, reputational damage, and compromise stakeholder trust due to exposure to cyber threats. 暴露於網絡威脅可導致財務損失,聲譽受損,並損害持份者的信任。

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Modern Terminals is committed to achieving strong corporate governance with transparency, fairness, integrity, and accountability. Our governance principles and practices are ingrained in different aspects of our business. With a rigorous internal control management system, we identify, monitor, and mitigate risks. Moreover, business continuity plans and contingency plans are in place to address any potential risks associated with our operations.

現代貨箱碼頭致力實現恪守公開、公平、誠實正直和負責的企業管治,並將我們的管治原則及實務融入日常營運 中。透過嚴格的內部監控管理系統,我們可以識別、監控和減輕風險。此外,我們制定了持續業務運作規劃和應變 計劃,以應對與我們營運相關的風險。

With a well-defined and effective governance structure, our Board of Directors formed by representatives of our shareholders; and Management Board (MB) consisting of the Group Managing Director, Chief Financial Officer, and Chief Commercial Officer are the highest governance body within the Company. MB takes charge of the Company's development, enhances shareholder value in alignment with our Vision, Mission, Strategies, Brand Promises, and Cultural Values (Details are available on our website). MB is chaired by our Group Managing Director and the Board of Directors oversees the performance of MB.

The Risk Management and Internal Control Committee (RMICC), established in late 2020 and chaired by our Group Managing Director, serves as the overarching governance structure for overseeing risk management and internal control functions. The RMICC convenes at least once a year. All employees of the Company are bound by our Code of Conduct, which outlines

在明確而有效的管治架構下,由股東代表組成的 董事會及由集團董事總經理、首席財務官和商務 總裁組成的管理委員會為公司的最高管治架構。 管理委員會負責公司的發展,提升公司對股東的 價值,並確保公司的發展方向與願景、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)。管理委員會由集團董事總經理 擔任主席,董事會則負責監督管理委員會的工作。

於2025年或之前加強承辦商管理實務

於2025年或之前進行供應鏈風險評估

by 2025

To conduct a supply chain risk assessment

公司於2020年底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,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對 員工在商業道德方面的期望和要求,所有僱員

the Company's expectations and standards regarding business ethics. The Code is reviewed and updated regularly in line with the ever-changing environment. To uphold our commitment to maintaining high standards, we have implemented a whistle-blowing policy that encourages individuals with concerns about suspected unethical or unprofessional behaviour to come forward and report details to senior management. Full details of the policy can be found on our Company website.

Our MB is responsible for driving the sustainability efforts of our Company. The Sustainability Steering Committee is chaired by the Group Managing Director and comprises members of the MB as well as representatives from different departments. This Sustainability Steering Committee is crucial in shaping our sustainability strategy, setting direction, and monitoring progress towards our sustainability targets.

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。為維持我們高標準的承諾, 我們實施了舉報政策,鼓勵任何人向高級管理層 舉報涉嫌違反商業道德或專業失當的行為。 有關政策已詳列於公司網站。

管理委員會負責全力推動公司的可持續發展工 作,而可持續發展督導委員會由集團董事總經理 擔任主席,成員包括管理委員會其他成員和 各個部門的管理層代表。可持續發展督導委員會 負責制定相關策略和方向,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 (GMD) 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

Chief Commercial Officer (CCO)

Chief Financial Officer (CFO) 首席財務官

Risk Management & Internal Control Authority and Reporting Relationship 風險管理及內部監控授權及匯報關係



Structure of the Sustainability Steering Committee 可持續發展督導委員會架構



GREEN FINANCE

As part of our Sustainability Strategy established in 2021, Modern Terminals set up our green finance framework and the first sustainability-linked loan (SLL) in late 2021. As of end of 2023, our Company has a total of three SLLs in our finance portfolio.

REGULAR REVIEW OF COMPANY POLICIES

Policies play an important role in corporate governance. We have policies in place covering all important aspects of our business and all companywide policies are approved by our MB. To reflect the importance we place on human rights, we have established our Human Rights Policy in March 2020 which references the principles embodied in the Universal Declaration of Human Rights and the United Nations Guiding Principles of Business and Human Rights, and specifically covers areas such as equal opportunity, diversity and inclusion, and various labour practices.

We constantly review and revise our policies as and when necessary, and will also launch new policies when need arises. We proactively communicate with our people and stakeholders about our policies and relevant updates externally via our company website and internally through meetings, our internal portal, emails, and our internal communications app ModernChat. For easy reference of our people, a Corporate Governance section has been set up when we revamped our internal portal in 2020 and all major policies are available there.

綠色金融

根據公司於2021年訂立的可持續發展策略,現代 貨箱碼頭於同年底設立綠色金融框架和首筆可持續 發展表現掛鈎貸款。截至2023年底,本公司的金融 投資組合內共有三筆可持續發展表現掛鈎貸款。

定期檢討公司政策

政策在企業管治中扮演著重要角色。我們就公司 所有重要業務範疇制定政策,而所有公司政策均由 管理委員會批准。為了體現對人權的重視,我們 在2020年3月制定人權政策,其中參考了《世界 人權宣言》和《聯合國工商企業與人權指導原則》中 體現的原則,具體涵蓋的範疇包括平等機會、 多元共融以及各種勞工實務。

我們不時檢討公司政策,並在必要時作出更新, 如有需要亦會推出新的政策。我們主動與員工和 持份者溝通公司政策和相關更新,對外渠道為 公司網站,對內渠道則包括會議、內聯網、電郵和 內部通訊應用程式ModernChat。為方便員工參考, 我們在2020年建立新內聯網時增設企業管治 頁面,所有主要政策一目瞭然。

CONTINUOUS ENHANCEMENT OF RESILIENCE

Though the world was gradually getting out of the pandemic during the reporting period, Modern Terminals spared no efforts in enhancing our resilience. Under RMICC, all Business Continuity Plans, Contingency Plans, and Crisis Management and Communications Plan are reviewed and updated on a regular basis.

ENHANCING SUPPLIER MANAGEMENT

The sustainability performance of our suppliers has a significant impact on ours. Therefore, supplier management is a top priority for us. We are dedicated to establishing strong business partnerships with vendors who share our values and goals. With the launch of our Supplier Code of Conduct in Hong Kong in late 2019 and DaChan Bay in July 2022, all new vendors are obligated to adhere to these requirements upon registration. As of the end of 2023, a total of 541 vendors of our Corporate office and Hong Kong business unit have signed and confirmed their compliance with our Supplier Code of Conduct. In addition, key vendors are assessed regularly and the assessment covers areas including safety management system and performance, environmental performance, and compliance with relevant laws and regulations.

MAINTAINING HIGH LEVEL OF CYBERSECURITY

The Company has implemented various initiatives to enhance our cybersecurity. To identify and address areas needing reinforcement, we utilise the Centre for Internet Security (CIS) controls as a reference. Additionally, we collaborate with the Hong Kong Police Cybersecurity and Technology Crime Bureau, leveraging their Vulnerability Assessment Service to strengthen our security measures. Our Company is also a member of "Cybersec Infohub", a programme steered by the Office of the Government Chief Information Officer (OGCIO) to promote closer collaboration among information security stakeholders in Hong Kong since 2018.

We have also introduced a number of enhanced protection tools including Multi-Factor Authentication (MFA) for all users accessing our Company systems, Endpoint Detection and Response (EDR) for all computers and end-user devices, and Vulnerability Scanning tools.

All our people play an important role in our cybersecurity and we continued to conduct training sessions to ensure our people are always on alert. Moreover, we provide cybersecurity auditing training for members of our Innovation Department.

不斷提升韌性

雖然在報告期內全球已逐漸擺脱疫情影響, 但現代貨箱碼頭仍不遺餘力地提升韌性。在風險 管理及內部監控委員會監察下,公司定期檢討和 更新所有持續業務運作規劃、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。隨著我們 於2019年底及2022年7月分別在香港及大鏟灣 推出《供應商行為守則》,所有新供應商在註冊時 均要遵守相關要求。截至2023年底,共有541家 公司及香港業務單位旗下的供應商簽署確認符合 要求。另外,我們會定期對主要供應商進行評估, 評估範圍包括安全管理系統及表現、環境表現及 相關法規的遵守。

保持高水平的網絡安全

公司已實施多項措施加強網絡安全,為辨識需要 進一步提升的範疇及應對相關問題,我們參考 CENTRE FOR INTERNET SECURITY (CIS)提供的 資訊。另外,我們與香港警務署網絡安全及科技 罪案調查科合作,採用他們的漏洞評估服務來 加強我們的安全措施。本公司亦是「網絡安全資訊 共享夥伴計劃」的成員,該計劃於2018年成立並 由政府資訊科技總監辦公室牽頭,旨在促進香港 各資訊保安持份者之間更緊密合作。

我們還採用多個加強保護的工具,包括公司系統 所有用戶的多重身份驗證、所有電腦和終端用戶 設備的端點偵測和回應,以及漏洞掃描工具。

所有員工在公司的網絡安全均扮演著重要角色, 我們持續舉辦培訓課程,以確保員工時常保持 警惕。此外,我們也為創新科技部門的成員提供 網絡安全審計培訓。



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Our people are the key to our business success. We are dedicated to creating a healthy, supportive, productive, and inclusive workplace. Upholding our Mission and Culture Values, our employee-centric approach to talent acquisition, training, and development strategy aims to cultivate a highly flexible and industry-leading team.

人才是我們業務成功的關鍵。我們致力建立一個健康、互相鼓勵、高效和包容多元的工作環境。秉持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。

To attract talent to our industry and our Company, we have been working closely with the Government and various stakeholders to promote the port and logistics industry. We also work with universities to provide internship opportunities to students to encourage the younger generation to pursue a career in the industry.

In addition, we offer competitive remuneration and benefit packages that, in many cases, exceed legal requirements. The packages encompass various benefits, such as paid annual leave, full-paid sick leave, voluntary contribution to the mandatory provident fund, medical insurance, life insurance, personal accident insurance, business travel insurance, health check-up programme, and many more. We aim to provide our employees with extensive coverage and support, ensuring their well-being and peace of mind.

為吸引人才投身我們的行業及加入我們公司,我們 一直與政府及相關持份者緊密合作,以推廣香港 的港口及物流業。我們亦與各大學合作,提供實習 機會予學生,以鼓勵他們加入業界發展其事業。

此外,公司向僱員提供具有競爭力的薪酬和福利, 在很多情况下較法例要求為高。我們提供的僱員 福利包括有薪年假、全薪病假、強積金自願性 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。我們希望诱過為 僱員提供全面的保障和支持,確保員工的福祉和 讓他們可以安心工作。

ENHANCING CORPORATE CULTURE

At Modern Terminals, we believe that fostering a high-spirited and sustainable team requires active engagement of all employees. To achieve this, we have implemented a range of initiatives at the Company, terminal, and departmental levels to ensure our management team maintains active connections with our people. Our culture journey is an ongoing process, and we are dedicated to aligning our employees' perceptions with our desired behaviour as outlined in our Culture Values - Accountability, Trust, and Teamwork.

提升企業文化

我們深信締造一支活力充沛和可持續的團隊, 需要所有員工的積極參與。為了實現這目標,我們 在公司、碼頭及部門層面推行一系列措施,以確保 管理團隊與員工保持緊密連繫。建構企業文化是 一個持續的旅程,我們致力加強各方面的工作, 使僱員的看法與公司文化價值觀 一 承擔責任、 互相信任及團隊合作的期望行為保持一致。

OUR MISSION 我們的使命

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. Strategies





Mission

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

We are accountable for our decisions, actions

and results by being dedicated and pro-active in

我們致力及主動擔當任務,並且為我們的決定、

Culture Values 文化價值觀

OUR CULTURE VALUES 我們的文化價值觀

differences and strengths

團隊中一同努力,實現共同的目標

Work Life Fulfillment Teamwork 工作中 團隊合作 自我實現 We work together in highly effective teams

承擔責任

Accountability

Trust 互相信任

行動和結果負責

undertaking our work

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直,以獲取同事、 客戶和合作夥伴的信任

Employee Experience Survey in 2023

towards common goals by leveraging our

我們透過充份運用大家的差別和優勢,在高效

Besides regular communications with our people on a day-to-day basis, we conduct survey to understand their perspectives and gauge the state of our corporate culture. In late July 2023, we launched a new survey called Employee Experience Survey with a theme of "Your Voice Our Future" in Hong Kong which is simplified and conducted online via mobile phone / computer for participants' convenience. With the new method, our Company arranged a lucky draw in order to encourage participation from our employees. We have obtained the highest response rate of 99.9% since we started conducting this kind of culture surveys in 2015. A similar survey will be considered to be conducted in DaChan Bay in the near future.

2023年員工體驗調查

我們除與員工作日常溝通外,還進行調查以了解 **国**隊的看法及評估我們企業文化的狀況。我們 於2023年7月下旬在香港推出一項全新設計以 「現代心聲 共建未來」為題的「員工體驗調查」, 問卷內容簡化而調查是透過手機或電腦進行, 方便同事填寫。由於調查是在網上進行,公司 更安排抽獎活動以鼓勵員工積極參與。這次調查 更獲得自2015年開始進行文化調查以來最高的 回覆率,高達99.9%。公司亦考慮在不久的將來於 大鏟灣進行類似的調查。

The survey showed positive results in all the four key performance indicators covering Engagement, Intent to Stay, Experience Vs Expectations, and Wellbeing. While we will continue our efforts in areas appreciated by our people, we will put in place follow-up actions to address feedback on areas for further improvements.

Enhancing our Culture Values

Living Our Culture

Since its launch in 2015, Living Our Culture Team Activities Sponsorship Scheme has been sponsoring staff members to organise and take part in meaningful team activities such as training, volunteering service, and charitable fundraising. In the reporting period, 28 (2022: 4 and 2023: 24) activities were conducted for 450 participants (2022: 77 and 2023: 373) from various departments. Activities include cooking classes, flower jamming workshop, war games, stand-up paddle boarding course, brass plate workshop, VR games, cycling and eco trip, and mini Christmas tree making workshop.





◯ 項活現文化活動

Teambuilding Activity

On 20 April 2023, a half-day teambuilding activity called "Lost in Metaverse" was organised for Hong Kong Finance team. A total of 18 colleagues participated in a range of tasks, including production of a four-frame video and a robot model that best represents the Hong Kong Finance team, designed to foster stronger relationships, enhance communication, and develop problem-solving and collaboration skills. In April 2022, a Team Challenge programme was held at DaChan Bay Terminals. Colleagues are to form teams of 15 and to participate in two team games including shuttlecock kicking relay and basketball shooting relay.



調查顯示,公司在四個關鍵績效指標均取得良好 成績,包括敬業度、留任意願、體驗與期望及 福祉。我們在得到員工認同的範疇會繼續努力, 同時會制定後續行動,完善我們在其他方面的 工作。

提升我們的文化價值觀

活現文化

公司自2015年推出活現文化團隊活動贊助 計劃以來,一直透過贊助支持員工舉辦和 參與有意義的團隊活動,包括培訓、義工服務 及慈善籌款活動。在報告期內,共有28項活動 (2022年: 4及2023年: 24),共有450位來自不同 部門的同事參與(2022年:77及2023年:373)。 活動包括烹飪班、花藝工作坊、野戰遊戲體驗 活動、直立板課程、黃銅工作坊、虛擬實境遊戲、 單車生態導賞團,以及雪松聖誕樹工作坊。





團隊建設活動

於2023年4月20日,香港財務部舉辦為期半天的 團隊建設活動「Lost in Metaverse」,共有18位 同事參加,他們完成不同的任務,包括製作 四格影片及創作最能代表香港財務部的機械人 模型等,以建立更緊密的團隊關係、增強溝通、 及提升解決問題和合作的能力。而大鏟灣碼頭於 2022年4月舉行一項團隊挑戰活動,每15人組成 一隊,參與兩項團隊遊戲,包括踢毽接力賽及 籃球投籃接力賽。



DIVERSITY AND EQUAL OPPORTUNITIES

At Modern Terminals, we promote diversity inclusion and are committed to maintaining an equitable and supportive working environment for all employees regardless of age, gender, gender identity, sexual orientation, relationships, family status, disability, race, ethnicity, nationality or religious or political beliefs. Discrimination or harassment based on the foregoing matters will not be tolerated.

In 2019, we signed The Racial Diversity & Inclusion Charter for Employers organised by the Equal Opportunity Commission in Hong Kong and are among the first 100+ signatories of the Charter.

BOOSTING STAFF ENGAGEMENT AND COMMUNICATIONS

Communications Under the New Normal

Modern Terminals has always emphasised the importance of internal communications. Since 2021, we have been conducting virtual townhall sessions "Dialogue with Horace" featuring our Group Managing Director Horace Lo. The townhall sessions provide information on the Company's business development, our commitment to sustainability, and updates on key staff-related matters. We continue the arrangements even after the pandemic. During the reporting period, three sessions were conducted on 27 July and 1 December 2022, and 30 November 2023.

The online communication platform introduced during the pandemic has proven to be an effective tool for both internal and external meetings. Though physical meetings have resumed after the pandemic in 2023, the online communication platform is still available to our people as an alternative communications tool

多元共融和平等機會

現代貨箱碼頭提倡多元共融,並致力為所有員工 維持公平及互相支援的工作環境,不論其年齡、 性別、性別認同、性取向、人際關係、家庭崗位、 殘疾、種族、民族、國籍或宗教或政治信仰。公司 對基於上述事項的歧視或騷擾絕不容忍。

在2019年,我們簽署了由香港平等機會委員會 推出的《種族多元共融僱主約章》,並且是該約章 首100+簽署機構之一。

提升員工的參與及溝通

新常態下的通訊

現代貨箱碼頭一直強調內部溝通的重要性。 自2021年,我們舉行虛擬大會堂會議「與盧總 *對話*」,由集團董事總經理盧偉民分享公司業務的 最新消息、我們對可持續發展的承諾,以及與員工 相關的最新資訊。即使疫情過後,我們仍繼續 相關安排。在報告期內,分別於2022年7月 27日、12月1日及2023年11月30日, 共舉辦三場 會議。

在疫情期間推出的在線通訊平台,證明是進行 內部和外部會議的有效工具。儘管2023年疫情 過後,實體會議已經恢復,公司仍提供在線通訊 平台予所有同事作為溝通渠道之一。





Enhancement in Various Channels

Effective engagement with our internal stakeholders regarding business and operational updates plays a vital role in our business development. In the reporting period, we made enhancement to our new internal portal which was launched in 2021 by having new departmental pages that are consistent in the layout and all information is structured in the same userfriendly manner.

To keep our staff informed and connected, we regularly publish two staff newsletters, *Hoi Ma* in Hong Kong and *Wan Ban* in DaChan Bay and maintain two-way communication through various channels including our internal online platforms *ModernChat* in Hong Kong and the internal WeChat page in DaChan Bay. In Hong Kong, we also organise Cheer ME (Modern Terminals Employee) Up Station when our Human Resources colleagues go to different locations to hand out drinks and share information.

We have arranged gatherings and meetings to promote direct communication between senior management and staff. These include regular Let's Get Together sessions in Hong Kong and MD Tea Time and lunch sessions in DaChan Bay. In Hong Kong, bi-monthly Joint Consultation Committee (JCC) meetings are held, allowing elected staff representatives to express employees' opinions to management representatives directly, ensuring a constructive dialogue between both parties.

加強溝通渠道

有效地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。在報告期內, 我們進一步提升於2021年推出的全新內聯網, 將所有部門專頁更新,以統一版面設計,將資訊 以方便使用的界面呈現。

為讓員工獲得最新資訊及與他們保持連繫, 我們定期出版員工通訊,分別是香港的《海碼》 和大鏟灣的《灣伴》。另外,亦通過不同的渠道 進行雙向溝通,包括香港的內部線上溝通平台 ModernChat和大鏟灣的內部微信專頁。在香港, 我們還有「現代加油站」,由人力資源部的同事 到訪不同地點為員工分享最新資訊及提供飲品。

為了促進高級管理層與員工之間的直接溝通, 公司安排聚餐及會面,包括在香港定期舉行的「現代 同聊]活動,及在大鏟灣舉辦的「與總經理歡聚 下午茶時光」活動和午餐會。在香港,每兩個月 舉辦一次勞資協商委員會會議,讓由選舉產生的 僱員代表代全體員工直接向管理層代表反映 意見,確保雙方進行建設性對話。









Double Celebrations in Hong Kong and DaChan Bay 香港及大鏟灣的雙重慶祝

Year 2022 saw the celebration of Modern Terminals' 50 years of operations in Hong Kong and the 15th anniversary of DaChan Bay Terminals.

We celebrated our 50 years of service excellence in Hong Kong with a series of activities to express appreciation to our stakeholders including customers, business partners and our people. As part of the celebration, we have produced a video to mark the key milestones of our history and shared it on our social media. To share the joy with the community, Modern Terminals sponsored the exhibition "Hong Kong's Maritime Miracle: The Story of Our City since 1945" at the Hong Kong Maritime Museum. Internally, we organised a Family Fun Day, a staff dinner, a photo competition, photo sharing activities, a Best Wishes Quotes Design Competition, and have decorations throughout the offices. Special souvenirs were produced for all our stakeholders to mark the occasion.

At DaChan Bay Terminals, we celebrated the 15th anniversary with an event on 21 December 2022 with representatives from the Government, authorities, shareholders, customers, business partners, and industry associations attending. The highlight of the event was a video showcasing the moment when the two millionth TEU container of the year was lifted at the terminal.

Case Study 參考實例

2022年是現代貨箱碼頭在香港營運的50周年, 亦是大鏟灣碼頭成立15周年。

我們透過一系列活動慶祝在香港提供卓越服務 50周年,向我們的持份者致意,包括客戶、商務 夥伴和員工。作為慶祝活動的一部分,我們製作 一段影片以標記我們在歷史上的重要里程碑, 在我們的社交媒體上分享。為了與社區共同分享 這份喜悦,現代貨箱碼頭贊助於香港海事博物館 舉辦的「香江泛洋奇蹟:1945年以來我們的港口 故事」特備展覽。在公司內部,我們舉辦了家庭 同樂日、員工晚宴、攝影比賽、相片分享活動、 祝福語創作比賽,並在辦公室加上裝飾。我們 亦為持份者送上心意紀念品特此留念。

在大鏟灣碼頭,我們於2022年12月21日舉辦 15周年誌慶活動,嘉賓來自政府、各相關單位、 股東、客戶、商務夥伴及業界組織。活動的亮點是 播放一段展示大鏟灣碼頭處理年內第200萬個 貨櫃一刻的短片。



NURTURING TALENTS

Staff development is crucial for the Company's sustainable growth. We promote continuous learning by encouraging employees at all levels to acquire professional knowledge and skills that align with our business objectives. We conduct annual reviews of staff training needs. This process enables us to tailor training programmes and create development plans that align with our employees' needs and support our overall business objectives.

培育人才

員工發展對公司的可持續發展十分重要。我們 透過鼓勵各級員工獲取與業務目標相關的專業 知識和技能,以促進持續學習。我們每年檢視員工 的培訓需求,確保能夠量身定制培訓及發展計劃, 滿足員工的需要及支持我們的整體的業務目標。

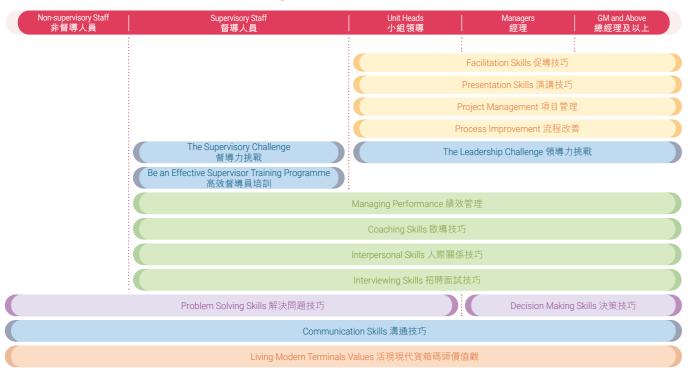


We have implemented a Continuous Learning Framework encompassing various skills development programmes to facilitate the transition of our employees into more senior roles. For each job level, we have identified core skills such as communication, project management, and facilitation skills to support competency development. Within this framework, we offer a diverse selection of leadership, supervisory, and personal effectiveness training to support the development of our workforce into various roles.

我們推行的「*持續學習框架*」包括各種技能發展計劃,以支持員工將來擔當更高職位作準備。我們為每個職級制定核心技能以發展同事的潛能,例如溝通、項目管理和促導技巧等。在框架下,我們提供多元化的培訓,如領導才能、督導和個人效率,支持我們的員工發展及擔任不同的崗位。

Continuous Learning Framework 持續學習框架

Core Skills Training Across Job Levels 各工作級別的主要技能培訓



With the easing of pandemic restrictions, we have gradually resumed some of the training classes to face-to-face mode.

Sustainability plays a vital role in business competitiveness and growth. To equip unit heads, managers, and senior management with a comprehensive understanding of ESG, we first introduced the *ESG Core Essentials for Managerial Executives* training programme in 2023. We conducted three classes with 79 colleagues participating. The training enabled participants to gain basic knowledge of ESG fundamental concepts, various reporting standards, and our Company's sustainability performance when benchmarked with peers.

隨著疫情限制的放寬,我們逐步將部分培訓課程 恢復面授模式。

可持續發展對業務競爭力及發展至關重要。 為讓各小組領導、經理和高級管理層對環境、 社會及管治(ESG)有更全面的了解,我們於2023年 首次推出「ESG Core Essentials for Managerial Executives」課程。我們共舉辦三班,共有79位 同事參加。培訓讓參加者得悉ESG的基本概念、 各種報告標準,以及我們公司與同行比較的可持續 發展績效。





To enhance the leadership skills of our colleagues, we have conducted a series of courses in the reporting period. Between June 2022 and October 2023, we have organised three classes of *The Leadership Challenge* (TLC) programme for 36 participants. During the two-day programme, participants were introduced to Five Best Practices of Exemplary Leadership and gained insight on how they see themselves as leaders, how others see them, and what they can do to improve through a 360-degree feedback tool called

the Leadership Practices Inventory (LPI). Based on the TLC programme, we have designed The Supervisory Challenge programme so that the key learnings of TLC can be cascaded to the supervisory staff to build a common language across the Company. From April to

反饋 挑單

的領導能力。在2022年6月至2023年10月期間, 我們舉辦三班的「領導力挑戰課程」,共有36位 同事參加。在為期兩天的課程中,同事認識 到「卓越領導者五種習慣行為」,並了解他們如何 評價自己作為領導者和其他人對他們的看法, 又透過Leadership Practices Inventory (LPI) 360度 反饋評估,從而進一步提升能力。建基於領導力 挑戰課程,我們設計了「督導力挑戰課程」, 以便將關鍵知識 傳遞給督導人員,

我們在報告期內舉辦一系列的課程,以提升同事

以便將關鍵知與 傳遞給在整間之 建立共同在整間語 由2023年4月 6月,我新晉導 80位新入職的督導 舉辦五班課程。

June 2023, we conducted a total of five classes for 80 newly promoted or newly joined supervisory staff.

Moreover, we organised three classes of the five-month *Be an Effective Supervisor (BEST) Programme* for newly joined or newly promoted supervisors from June to October 2022 and from June to November 2023. This programme focuses on developing supervisors' skills in team leadership and addressing business challenges, with 52 staff members participating. We have also conducted the two-day *Leadership Skill Enhancement Programme* in May 2023 for 13 newly joined or newly promoted middle-level managers.

此外,我們於2022年6月至10月和2023年6月至11月為新加入或新晉升的督導人員開辦了三班為期五個月的「*高效督導培訓課程*」。該課程主要培養督導人員的團隊領導和解決工作上挑戰的技能,共有52名員工參加。我們亦於2023年5月為13位新加入或新晉升的中層經理舉辦為期兩天的「Leadership Skill Enhancement Programme」。





Stress management is crucial for all levels of staff to handle the demands and pressures of their work responsibilities effectively. We have conducted eight classes of the *Enhancing EQ* to *Manage Stress* training programme between June 2022 and November 2023. This programme aimed to equip staff with the necessary skills to manage stress and a total of 131 staff members joined the programme.

壓力管理有助各級員工有效應對其工作的需求和壓力。在2022年6月至2023年11月期間,我們共舉行八班「提升EQ與壓力共舞」培訓課程,旨在為員工提供應對壓力所需的技巧,共有131名同事參加。

In the reporting period, the total number of training hours for our employees in both Hong 58,665.32

training hours 在報告期內·香港及中國內地的 培訓時數 僱員接受共58,665.32小時的 培訓。公司對培訓及發展的

承諾已獲得僱員再培訓局的「ERB人才企業嘉許 計劃」認可,彰顯公司在提升僱員技能和能力的 努力。

Kong and Mainland China is 58,656.32 hours. The Company's commitment to training and development has been acknowledged through the *ERB Manpower Developer Award Scheme* initiated by The Employees Retraining Board (ERB). This recognition highlights our dedication to enhancing employees' skills and capabilities.

ENHANCING EMPLOYEE WELLNESS

We always place emphasis on the personal wellness of our employees and actively promote a healthy lifestyle through a wide range of recreational activities including annual dinners, sports competitions, and festive celebrations. We extend some of these activities to include family members, such as staff outings and movie days.

The Company provides a Health Check-up Programme to eligible full-time colleagues in Hong Kong, and an Employee Assistance Programme is in place to offer 24-hour hotline counselling services for employees and their dependents to help them relieve stress and provide essential support when needed.

Modern Terminals has been receiving accolades for our efforts in promoting sports and a healthy lifestyle to our staff and the community during the reporting period. We were recognised as a SportHour Company by InspiringHK Sports Foundation and received the Sport-Friendly Action logo from the Chinese YMCA of Hong Kong, highlighting our dedication to providing an exercise-friendly work environment and encouraging staff participation in sports. We also obtained the Happy Company 5 Years+ logo from the Promoting Happiness Index Foundation, demonstrating our commitment to creating a pleasant workplace.

Project FIT

Project FIT, our flagship employee wellness programme, was launched in 2016 and completed its seventh edition in 2023. With a cumulative total of 316 participating colleagues over the years, the programme continues to promote a healthy and active lifestyle among our employees. The threemonth programme offers various activities, including fitness training, nutrition

seminars, fitness assessments, and dietary consultations. Participants with exceptional achievements are recognised with certificates and souvenirs. In 2023, 40 staff members joined the programme, showcasing their dedication to personal wellness.



Fat Reduction 脂肪減量

32 participants (91.4%) had a reduction in total body fat mass of 79.4kg. On average, each participant achieved a reduction of 2.48kg. Notably, the highest individual fat mass reduction reached 7.1kg, surpassing the achievement of the top participant in Project FIT Class 6 by 29% (5.5kg).

32名參加者(91.4%)減少了79.4公斤的總脂肪量,平均每位參加者減少2.48公斤。 值得注意的是,個人最高減脂量達到7.1公斤,相比「我至FIT計劃」第六班的最大 減脂量 (5.5公斤) 高出29%。

Muscle Gain 肌肉增量

15 participants (42.9%) had gains in muscle mass, totalling 13.1kg. On average, each participant gained a muscle mass of 0.87kg, representing a 28% increase from Class 6. The highest muscle mass gain for an individual participant was 1.7kg. 15位參加者(42.9%)的總肌肉量增加了13.1公斤,平均每位參加者的肌肉量增加 0.87公斤,相比第六班增加28%。單一參加者的最高肌肉增加量為1.7公斤。

提升僱員身心健康

公司一直非常重視員工的身心健康,並通過各種康 樂活動積極推廣健康的生活方式,包括周年晚宴、 運動比賽以及節日慶祝活動等。其中一些活動更 推展到同事的家庭成員,例如戶外郊遊及電影日等 活動。

公司為合資格的全職同事提供身體檢查,並設有 「僱員支援計劃」,為員工及其家人提供24小時 全天候熱線的輔導服務,舒緩壓力並在需要時 提供適切的幫助。

在報告期內,現代貨箱碼頭向員工和社區推廣 運動和健康生活方式的工作獲得嘉許,成為凝動 香港體育基金《企業「一」起動》的獲嘉許公司及 獲香港中華基督教青年會頒發「運動友善」標誌, 彰顯我們致力提供運動友好工作環境和鼓勵員工 參與運動的承諾。此外,我們致力創造愉快工作 場所的努力亦獲得由香港提升快樂指數基金 頒發「*開心企業5年+*」證書。

我至FIT計劃

我們的員工健康旗艦項目「我至FIT計劃」於 2016年推出,並在2023年完成第七班。這個項目 推動員工建立健康積極的生活方式,在過往多年, 已累計有316位同事參與。計劃為期三個月,期間 提供各類型的活動,包括健身訓練、營養講座、

> 體能測試及個人 飲食諮詢,表現 傑出的參加者更 獲得證書和紀念品 以作表揚。2023年 共有40名同事參加 計劃,展示了他們對 個人健康的承諾。



Wellness Talks

The Company has organised a number of wellness talks and activities to raise awareness of mental and physical health among colleagues. On 29 September 2022, we conducted a "Health Talk - Don't you notice the body warnings?" session, providing information on preventing chronic diseases

and emphasising the importance of health check-ups with 39 participants. On 2 December 2022, 14 of our colleagues participated in a "Chair Yoga" activity. Acknowledging the stress and fatigue associated with busy lives, the Company arranged a "15-minute onsite chair massage" activity on 16 June 2023 and 24 colleagues enjoyed the treat. These massages aimed to provide muscle and stress relaxation within a convenient 15-minute timeframe.



健康講座

公司舉辦不同的健康講座和活動,以提高同事們 對身心健康的意識。我們於2022年9月29日舉辦 「你不知道的身體警號?」健康講座,讓39名參加者 了解預防各種慢性病的方法,並強調身體檢查的

> 重要性,而14位同事 於2022年12月2日 參加了「椅子瑜珈」 活動。公司了解忙碌 生活帶來壓力和疲勞, 因此於2023年6月16日 安排了「15分鐘肩頸 按摩體驗」活動,24名 同事享受是次活動, 並在15分鐘內放鬆肌肉 和舒緩壓力。



Sports and Interest Groups

In Hong Kong, our Sports & Social Club has been offering various interest classes and sports activities for our people to socialise and maintain healthy habits.

The Virtual Sports Challenge was introduced in 2021 to encourage employees to maintain their sporting habits during the pandemic. The challenge was re-run with new format from May to June 2022. In the Individual Challenge, 30 colleagues participated, engaging in distance and height-based race-walking, running, or hiking activities, collectively covering a total distance of 3,648km. In the Team Challenge, 19 teams comprising 65 colleagues joined forces and collectively achieved 24 million steps.

運動及興趣小組

3 期: 2022年12月2日(星期五)

時間:下午5時30分至6時30分

额,將以抽籤形式分配)

地點:多用途活動室(賃倉大樓2期12樓)

名額: 20位 (如報名人數多於活動名

請有興趣的同事,請於11月29日(星期二)或之前掃描二雌碼報名參與!

在香港,康樂聯誼會一直為員工提供各種興趣班 和體育活動,以促進社交和保持健康的習慣。

「線上運動挑戰賽」於2021年推出,旨在鼓勵員工 在疫情期間保持運動的習慣。該挑戰賽於2022年 5月至6月以新形式再次舉行。個人賽有30位同事 參加,活動基於競步、跑步及遠足所累積的距離和 高度計算,總里程達至3,648公里。團體賽由65名 同事組成的19支隊伍齊心協力參加,總共完成了 2,400萬步。

Individual Challenge 個人賽

位同事參加



Equivalent to going through the Hong Kong–Zhuhai–Macao Bridge

相等於行走港珠澳大橋



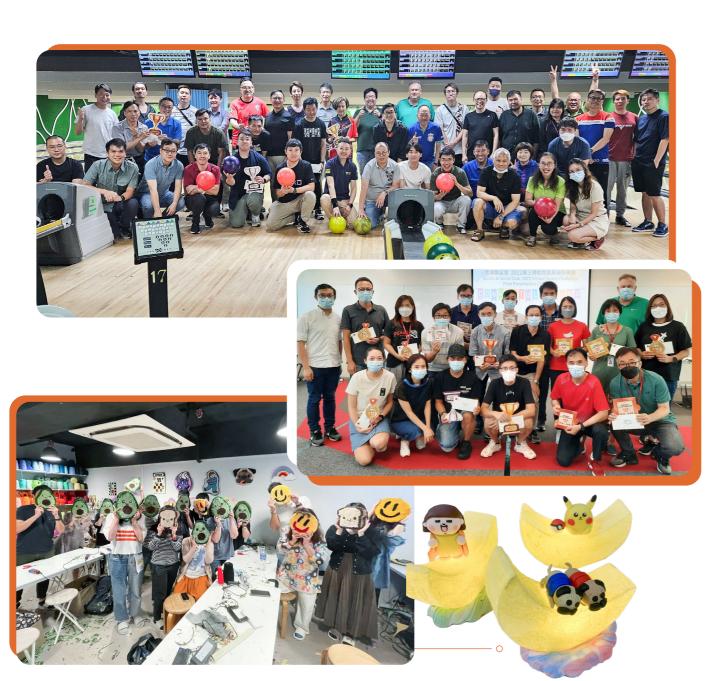
Team Challenge

→ 位同事參加









In addition, we have resumed organising sports competitions in 2023. The *Modern Terminals Bowling Team Competition* took place on 30 June 2023, with 14 teams and a total of 56 colleagues participating. The *Modern Terminals Dart Team Competition* was held on 22 September 2023, with 16 teams and a total of 32 colleagues competing in the event. At DaChan Bay, the third edition of the table tennis competition took place from June to August 2022. It aimed to foster communication and interaction among colleagues. A total of 96 colleagues participated in the event.

A number of interest classes and activities were also held in the reporting period, including recurve bow archery experience class, DIY rug tufting, polymer clay plate workshop and movie day.

The *Interest Group Sponsorship Scheme* was launched in 2017 in Hong Kong, resulting in the formation of Badminton, Soccer, and Basketball Groups. These groups have been organising training sessions, practices, and matches. As of December 2023, the membership of these groups surpassed 186 individuals.

此外,我們已於2023年恢復舉辦體育比賽。現代 貨箱碼頭隊際保齡球比賽於2023年6月30日 舉行,共有14支隊伍,合共56名同事參加。而現代 貨箱碼頭隊際飛標比賽於2023年9月22日舉行, 共有16支隊伍,合共32名同事參賽。在2022年6月 至8月期間,第三屆乒乓球比賽在大鏟灣舉行, 旨在促進同事之間的溝通與互動,共有96位同事 參加。

報告期內也舉辦了反曲弓射箭體驗班、手工地毯 工作坊、軟陶置物碟工作坊、軟陶月亮燈工作坊和 電影日等多項興趣班及活動。

「與趣小組贊助計劃」於2017年在香港推出,計劃下 有羽毛球、足球及籃球興趣小組,定期舉行訓練、 練習和比賽。截至2023年12月,興趣小組成員已 超過186名。

Happy Ice-cream Day

With a strong dedication to the well-being of our frontline staff who endure different weather conditions, we have organised an annual Happy Ice-cream Day in Hong Kong since 2016. In 2022 and 2023, our employees and contractors' workers enjoyed the refreshing treats, totalling 836 and 845 respectively. Our colleagues produced a music video to promote and celebrate Ice-cream Day 2023 while showcasing their creativity and enthusiasm.

During cold weather, we also provided warm drinks to our staff. At DaChan Bay Terminals, we offered drinks and snacks to our employees in both hot and cold seasons.



開心雪糕日

我們關心需要面對不同天氣狀況的前線員工, 自2016年起每年在香港舉辦開心雪糕日。在2022年 和2023年分別有836和845名僱員和承辦商員工 享受這份透心涼的禮物,我們的同事們更製作一段 音樂宣傳片推廣及慶祝2023年的雪糕日,展示 他們無限的創意和熱情。

在寒冷的天氣,我們也為員工送上熱飲。在大鏟灣 碼頭,不論在炎熱還是寒冷的季節,我們均為員工 提供飲料和小吃。



Birthday and Festive Treats

Celebrating festivals with our staff has always been a cherished tradition for us. Along with distributing goodies, we offered a series of festive activities to foster interaction and spread positive vibes.

We organised three rounds of Easter activities in Hong Kong in 2022. The Easter Parent-Child Handicrafts allowed our staff to create cute crafts with their children using the materials in treasure bags. Colleagues also participated in Easter Recipes by posting photos of delicious food prepared with their families. Furthermore, we sent gifts to colleagues during the mid-autumn and winter solstice festivals and provided birthday cake vouchers to celebrate our colleagues' birthdays. At DaChan Bay, we have carried out activities to share happiness with our colleagues during the Chinese New Year. These activities include online interactive quizzes with prizes, a festive banquet, and a lantern riddle.



Hapy 3

生日和節日禮遇

與員工一起慶祝節日一直是我們珍惜的傳統。 除送上小禮物外,我們還舉辦一系列節日活動, 以加強互動及傳遞正能量。

我們在2022年於香港舉辦了一連三擊的復活節活動。「復活節親子小手作」讓員工利用寶物袋的材料,與孩子們一起製作可愛小手工。同事們亦參與「復活節食譜」活動,分享與家人一同製作美食的相片。此外,我們在中秋節和冬至期間為同事安排禮物,並向他們送上生日禮餅券慶祝生日。在大鏟灣,我們進行了歡樂賀新春系列活動,包括線上互動問答遊戲、團年飯和猜燈謎活動。





Modern Terminals upholds high occupational health and safety (OHS) standards throughout the Company, supported by our comprehensive occupational health and safety management system. We are committed to operating in a manner that safeguard the wellbeing of everyone within our facilities, including employees, contractors' workers, and visitors. Our ultimate goal is to create an accident-free workplace.

現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。我們致力採取能夠保障我們設施內所有人的福祉之運作方式,當中涵蓋僱員、承辦商員工及訪客。我們的最終目標是打造一個零意外的工作環境。

Within the Company, trained risk assessors regularly conduct comprehensive risk assessments to identify work-related hazards, evaluate associated risks, and implement measures to minimise the risks. We encourage our employees to report any potential hazards through our Safety Hotline or to the members of the Departmental Health and Safety Committees. We provide protection to all colleagues against reprisals as they can report such situation, if any, to department managers, general managers, or Health and Safety Committee members. As part of our ongoing commitment to improving occupational health and safety, trained colleagues investigate all work-related injury incidents, identifying their causes, reviewing associated risks, and developing improvement actions. The Health and Safety Steering Committee then reviews all incident reports.

公司內接受過培訓的風險評估員會定時進行全面風險評估,以識別及評估工作相關的風險,並實施措施將風險減至最低。我們亦鼓勵同處過我們的安全熱線或向健康和安全部門委員會成員報告任何潛在危害。所有同事均獲保障免遭受任何報復行為,如出現任何有關行為,他們可以會部門經理、總經理及委員會成員舉報。公司持續致力提升職安健,所有工傷事故均由受過訓練的同事進行調查,找出起因、評估相關風險,及制定改進行動。所有工傷事故調查報告均由健康和安全督導委員會審核。

進一步加強員工身心健康活動及提升僱員

的參與率

In Hong Kong, we engage the service of Hong Kong Quality Assurance Agency, an independent entity, to conduct an annual audit of our health and safety management system to ensure its compliance with relevant laws and regulations. In Hong Kong, our system complies with the Factories and Industrial Undertakings Ordinance, while in DaChan Bay, it conforms to all applicable laws on occupational health and safety.

To ensure effective management of our health and safety performance, we have established the Health and Safety Steering Committee. The committee consists of senior management representatives from different departments and is responsible for developing, reviewing, and monitoring the implementation of our policies. Additionally, Departmental Health and Safety Committees have the responsibility to facilitate the implementation of health and safety measures and drive continuous improvement efforts. The Steering Committee and committee for office staff meet every quarter while the committees for Operations, and Engineering and Planning meet bi-monthly and monthly respectively.

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。

為確保有效管理公司在健康及安全方面的表現, 我們設有健康和安全督導委員會。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。督導委員會及辦公室職員的 委員會每季舉行會議一次,而操作部和工程及 規劃部相關委員會則分別每兩個月及每月開會。

CONTINUOUS EFFORTS AGAINST THE COVID-19 PANDEMIC

As the COVID-19 pandemic lingered into 2022, we continued our efforts to ensure safety of our people while maintaining operations of terminals in Hong Kong and DaChan Bay.

Let's Take the Jab

The Company initiated a *Drive to Herd Immunity* programme to combat COVID-19 in 2021, which aimed to encourage colleagues to receive the initial two doses of vaccination. Building upon this initiative, we introduced the *Let's Take the Jab* programme to incentivise colleagues to receive the third booster dose of the COVID-19 vaccine by 30 September 2022. As a result, our vaccination rate in Hong Kong was over 85%, with 757 colleagues having three or more doses.

持續對抗2019冠狀病毒病

隨著2019冠狀病毒病疫情持續至2022年,我們繼續努力確保員工安全,同時維持香港和大鏟灣碼頭的運作。

齊打新冠疫苗

為對抗2019冠狀病毒病,公司於2021年推行「*邁向群體免疫大行動*」,鼓勵同事接種第一及第二劑新冠疫苗。建基於這計劃,我們推出「*齊打新冠疫苗*」計劃,鼓勵同事在2022年9月30日前接種第三劑疫苗。在香港共有757位同事接種三劑或以上疫苗,接種率超過85%。



Distribution of Face Masks / Disinfectant

Since the outbreak in January 2020, wearing mask has been mandatory while on company premises. To ensure the safety of our staff and key contractors, we have consistently distributed face masks until the mandatory maskwearing requirements have been lifted by the Hong Kong SAR Government with effect from 1 March 2023. We also continued to make hand sanitisers and disinfectant sprays available at various locations to promote good hygiene practices.



派發口罩 / 消毒用品

自疫情爆發以來,在公司範圍內所有人士必須 戴口罩。為確保僱員及主要承辦商員工的安全, 公司持續派發口罩,直至香港政府自2023年3月1日 起取消強制佩戴口罩的要求。我們也繼續在不同 地點提供洗手液和消毒噴霧劑,以促進良好的 衛生習慣。



Staffing Dashboard

During the peak of the pandemic infection, the Company implemented a staffing dashboard to provide the number of "Confirmed Positive" and "Close Contact" cases involving our staff and key contractors in March and September 2022. The dashboard informed our colleagues about the latest COVID-19 situation within the Company.

"Your Health We Care" Gift Bag

In May 2022, the Company distributed "Your Health We Care" gift bag to our staff in anticipation of Mother's Day and Father's Day. The initiative is to promote health and positivity among colleagues and their families while expressing gratitude for their unity in the fight against the pandemic. The bags included health supplements and soup pack, disinfectant spray pens, stressrelief toy, and thoughtful card.



人力資源報表

在疫情高峰期間,公司於2022年3月和9月公佈 人力資源報表,提供涉及僱員和主要承辦商員工的 「確診 | 和「密切接觸 | 個案數目。該報表為同事 提供公司內部最新的疫情狀況。

抗疫加油禮物包

2022年5月,公司趁臨近母親節和 父親節,向同事派發「抗疫加油禮物包」, 向同事及其家人推廣健康訊息和發放 正能量,同時就大家團結對抗疫情 表示謝意。禮物包內有保健品、湯包、 消毒噴霧筆、減壓玩具和心意咭。

ENHANCING SAFETY

With an aim of complementing our safety work guidelines and raising awareness of OHS among our employees and contractors' workers, Modern Terminals provides mandatory health and safety induction training for new joiners to introduce OHS standards and regulations. Regular activities are conducted to enhance safety standards at our terminals.

GoSafe 2022

To further enhance health and safety standards within our operations, we have maintained GoSafe campaign in 2022. The Company organised the Hand Grip Exercise - Health and Safety Photo Activity from 4-20 May 2022. Our people were to share a photo related to health and safety at our terminals in order to enter a lucky draw. A total of 59 colleagues took part in the activity and 40 lucky draw winners were awarded a hand grip exerciser as a prize, encouraging them to engage in regular hand grip exercise to improve hand flexibility.

On 10 November 2022, we organised the Traffic Incident Sharing and Driving Safety Forum. A total of 56 colleagues and contractors' workers participated in the event. The forum aimed to enhance participants' knowledge of safe driving practices and promote a responsible driving attitude.

We have updated the GoSafe 2022 - Manual Handling Operations poster to provide guidance on the correct steps and postures for manual handling. In order to strengthen the safety knowledge and awareness of manual handling operations, we conducted a Manual Handling Operations Quiz from 24 August to 7 September 2022. A total of 134 colleagues and contractors' workers participated in the quiz.

Promotional Activities to Boost Awareness

In October and November 2023, we launched two health and safety quiz activities for Engineering and Planning, as well as Equipment and Yard Operations respectively to promote health and safety awareness among these target groups. A total of 29 and 75 entries were received respectively.

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。

至安健2022

為持續提升碼頭的健康與安全水平,我們於 2022年繼續推行「至安健計劃」。公司於2022年 5月4至20日推出「手握力環運動-健康及安全 *有獎拍照活動*」。員工分享一張在碼頭與健康和 安全相關的照片,便可參加抽獎。活動共有59位 同事參與,其中40位幸運兒獲贈手握力訓練器, 鼓勵他們定期進行握力訓練,提升手部柔軟度。

我們於2022年11月10日舉行「交通事故分享及 駕駛安全論壇」,以提升參與者的安全駕駛知識 及推廣正確的駕駛態度,共56名同事及承辦商 員工參加活動。

我們推出新版「至安健2022-體力處理操作」海報, 提供有關人力處理物件的正確步驟和姿勢。為加強 體力處理操作的安全知識及意識,我們於2022年 8月24日至9月7日進行體力處理操作有獎問答 活動,共有134名同事及承辦商員工參加。

推廣活動以提高意識

在2023年10月及11月,我們分別推出兩項問 答遊戲活動予工程及規劃部,以及機械及堆場 操作部的同事,以提升這些目標群組對健康及 安全的意識,分別共收到29及75份答案。





Safety Hotline and Regular Inspection

Regular safety inspections are conducted at various locations by our management team to ensure safety. Any safety issues or hazards discovered during these inspections are immediately reported to the respective departments for follow-up. Departments that exhibit outstanding performance in maintaining safety standards are acknowledged and commended for their efforts.

As a token of appreciation of our people's support to enhance our safety standards by reporting potential hazards or unsafe behaviours via our safety hotline, we arrange recognition on our internal online platform after each case has been investigated and verified by the Health and Safety Committee and appropriate actions have been taken. In the reporting period, a total of 13 colleagues have been recognised in Hong Kong.

安全熱線及定期巡查

我們的管理團隊定期在各個地點進行安全巡查, 以確保安全。如巡查發現任何安全問題和隱患, 會立即報告相關部門進行後續跟進。在維持安全 標準方面表現出色的部門會獲讚賞及嘉許。

為感謝員工透過安全熱線報告潛在風險或不安全 行為,以幫助提升我們的安全標準,每個個案經 健康和安全委員會的調查和核實並適當處理後, 我們會在內部線 上平台上作出表彰。報告期內, 香港共有13位同事獲得表揚。





BOOSTING HEALTH CONSCIOUSNESS

In addition to providing a safe workplace and fostering a culture of safety at our terminals, the Company places significant emphasis on the wellness of our employees.

Enhancement on Health Check-up Programme

To gain a more comprehensive understanding of our employees' needs and promote active participation in the Company's health check-up programme, we organised 12 focus group meetings to engage with 95 staff members, consisting of both frontline and office-based employees in May 2022.

In July 2022, we enhanced the health check-up programme based on the feedback provided by our staff. We have introduced measures to encourage our people to do health check up. The programme for non-managerial staff has been enhanced by incorporating two new components: cancer screening tests and a doctor's consultation on the check-up report.

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。

提升健康檢查計劃

為更全面了解員工需要並鼓勵他們積極參與公司 提供的健康檢查計劃,我們於2022年5月舉辦 共12場焦點小組會議,與95名同事(包括前線和 辦公室員工) 進行交流。

在2022年7月,公司根據員工的反饋進一步加強 健康檢查計劃,推出措施鼓勵員工進行健康 檢查,而非管理人員的計劃亦得以提升:增設兩個 新項目 一 癌症篩查和醫生講解報告。

Prevention of Heat Stroke

On 15 May 2023, the Labour Department (LD) introduced the Guidance Notes on Prevention of Heat Stroke at Work, along with a Heat Stress at Work Warning. Modern Terminals, as a responsible employer, has conducted relevant briefing sessions in May 2023 to familiarise our people with the new requirements. We have also updated our Workplace Heat Stress Assessment report and conducted a more comprehensive risk assessment on the heat stress experienced by various departments and contractors.

In addition, we have distributed a range of cooling supplies to our frontline staff and contractors' workers. These supplies include portable fans, cooling sleeves, and ice towels.

We maintained our efforts to educate our employees and contractors' workers on heat stroke prevention tips and how to handle potential heat stroke incidents. The relevant information has been shared via email, newsletters and our internal communications platform ModernChat, ensuring that everyone is well-informed and equipped to address heatrelated challenges.

預防中暑活動

勞工處於2023年5月15日推出《預防工作中暑 指引》及工作暑熱警告。現代貨箱碼頭作為負責 任的僱主,於2023年5月舉行相關簡介會,讓員工 熟悉新規定。我們也更新了工作場所暑熱評估 報告,並對各部門和承辦商所承受的暑熱風險 進行了更全面的評估。

此外,我們向前線同事和承辦商員工派發一系列 降溫用品,包括便攜式風扇、防曬冰袖及冰感 毛巾。

我們持續教育僱員和承辦商員工預防中暑的 技巧,以及如何處理潛在中暑事件。相關資訊 已透過電子郵件、員工通訊和內部溝通平台 ModernChat發放,確保每個人都充分了解情況 並有能力應對與高溫相關的挑戰。





Fatality Case

By placing safety as a top priority in the workplace, the Company has achieved zero fatalities throughout the reporting period.

致命意外

公司以確保工作場所安全為首要任務,在報告期內 沒有死亡個案。



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Modern Terminals spares no efforts in reducing the environmental impact of our operations. Under the guidance of our Corporate Environmental Policy, all business units align their individual environmental policies with the corporate policy. Since we started our sustainability journey in 2005, we have accomplished remarkable achievements and in 2021 we have set aggressive decarbonisation targets to help address the climate change issue.

現代貨箱碼頭致力減少日常業務對環境的影響。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。自我們於2005年展開可持續發展的工作,已經取得顯著的成就;在2021年制定積極進取的減碳目標, 以助應對氣候變化問題。

Modern Terminals in Hong Kong and DaChan Bay Terminals in Western Shenzhen have obtained ISO 14001 certification for their environmental management systems (EMS) since 2009 and 2013 respectively. Both terminals have adopted the ISO 14001:2015 standard and passed annual verification during the reporting period.

To ensure an effective operation of our EMS, the Company conducts regular internal audits. We have enhanced the number of qualified auditors by organising a two-day ISO 14001 internal auditor training course on 10 and 11 May 2022. A total of 20 colleagues completed the course and passed the assessment, becoming qualified internal auditors.

公司位於香港的現代貨箱碼頭和位於深圳 西部的大鏟灣碼頭分別自2009年和2013年獲得 ISO14001環境管理系統認證,均採用 ISO 14001: 2015標準,並在報告期內通過年度 審核。

為確保我們的環境管理系統能有效地運作,公司 定期進行內部審核。我們於2022年5月10日和11日 舉辦為期兩天的ISO 14001環境內部審核員培訓 課程,以增加合資格的環境內部審核員的人數。 共有20位同事完成課程並通過考核,成為合資格 的內部審核員。

MANAGEMENT OF CLIMATE CHANGE RELATED **RISKS**

There is no denying that climate change emerges as one of the critical and urgent issues in the world. At Modern Terminals, we firmly believe in the significance of taking decisive measures to tackle this issue. That is why we set our 2030 and 2050 decarbonisation goals even though there were no immediate solutions available when we set our strategy in 2021.

Below is a table outlining the key climate-related risks that we have identified. Our ongoing efforts involve comprehending and prioritising these risks, as well as formulating effective mitigating measures for the ones most likely to have implications for our business. Furthermore, we will continue monitoring, reviewing, and making necessary adjustments as and when necessary.

氣候變化風險管理

氣候變化已成為全球面對最重要及迫切的問題 之一。現代貨箱碼頭深信必須採取果斷行動來 應對,因此在2021年制定可持續發展策略時定立 2030年和2050年的減碳目標,縱然當時還未有 即時解決方案。

以下是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



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

Procurement of New Equipment

As part of our ongoing efforts to reduce emissions, we continued to electrify our equipment and vehicles. In July 2022, we took delivery of two electric light goods vehicles (LGVs) and two electric forklifts for trial which are among the first batch of "non-road vehicles" supported by the "New Energy Transport Fund" (NET Fund), an initiative established by the Hong Kong SAR Government to encourage the trial and broader adoption of green innovative transport technologies. In 2023, we have placed order for three additional electric LGVs. To support the electrification project in Hong Kong, we have installed two high-speed EV chargers in 2022 with three more to be delivered.

進一步減排舉措

為車輛及設備引入更環保能源

採購新設備

我們不斷努力減排,繼續將設備和車輛改為電力推動。在2022年7月,我們接收兩部電動輕型貨車及兩部電動剷車進行試驗,全新的電動輕型貨車是由「新能源運輸基金」支持的首批「非道路車輛」之一;該基金由香港特區政府成立,旨在鼓勵試驗及廣泛使用綠色創新運輸技術。在2023年,我們再訂購多三部電動輕型貨車。為配合香港的電動化項目,我們於2022年安裝兩個快速電動車充電器,亦將再接收多三個充電器。





At DaChan Bay Terminals, we commenced operations of two electric empty container stackers to enhance our decarbonisation efforts in September 2022. This was the first batch of pure electric empty container stackers in operations at our terminals as well as in Shenzhen. The second batch of two electric empty container stackers was delivered in February

2023. These stackers can help reduce 45% of carbon emission per TEU while there will be no direct emission of carbon, nitrogen or any particulates at the terminals. In the reporting period, we have also procured a total of 24 electric forklifts and 24 LNG trucks for DaChan Bay Terminals.

In addition, we have procured 14 Eco-RTGs for our operations in Hong Kong which will be delivered in 2024. The new Eco-RTGs, supported by newer technology, will be replacing 18 existing Electricity-powered RTGs (E-RTGs) to further reduce direct emissions as they will operate purely on electricity.

在大鏟灣碼頭,我們於2022年9月開始使用兩部電動空箱堆高機,以推進我們的減碳工作。該批空箱堆高機是我們碼頭以及深圳市各碼頭中首批投入使用的全電動空箱堆高機。第二批的兩部電動空箱堆高機已於2023年2月交付。此電動空箱堆高機能將每標準箱碳排放降低45%,

高機能將每標準箱碳排放降低45%,同時在碼頭也不會產生碳、氮氧化物和顆粒物等的直接排放。在報告期內,大鏟灣碼頭共購入24部電動剷車和24台液化天然氣拖車。

此外,我們訂購了14台環保膠輪式龍門 起重機用於香港業務運作,將於2024年 交付。新的環保膠輪式龍門起重機採用 新技術,純以電力推動,將取代18台 現有的電動膠輪式龍門起重機,以 進一步減少直接排放。



Modern Terminals pioneered the deployment of renewable energy by launching a trial programme of hydrotreated vegetable oil (HVO) at our facilities in Hong Kong on 18 October 2023, becoming the first company in Hong Kong to deploy this renewable diesel in operations. HVO significantly reduces the greenhouse gas emissions throughout the entire fuel lifecycle from its production to combustion. We are looking at HVO to reduce carbon emissions by up to 87% when compared to using conventional fossil fuels. To thoroughly test the greener fuel across our operations, HVO was used in three types of equipment including rubber-tyred gantry crane (RTG), reach stacker and empty stacker. The results will be reviewed and taken into consideration for developing our decarbonisation roadmap to achieve our goals.

可再生柴油試驗計劃

現代貨箱碼頭於2023年10月18日在香港的碼頭 啟動氫化植物油試驗項目,成為香港首家使用 這種可再生柴油的公司。氫化植物油從生產到 燃燒的整個生命週期中顯著降低溫室氣體排放, 我們期望將碳排放量相比傳統化石燃料減少達 87%。為在碼頭操作中全面測試綠色燃料,我們 將氫化植物油用於三種機械,包括膠輪式龍門 起重機、重櫃起重機和吉櫃起重機。我們會檢視 試驗結果,並在制定我們的減碳路線圖時 作考慮。





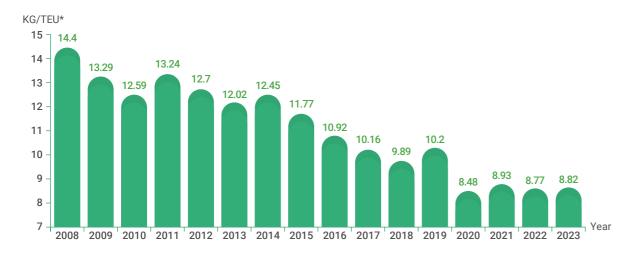
Shore Power at DaChan Bay

At DaChan Bay Terminals, we have been promoting the use of shore power to our shipping line customers covering both international and domestic trade lanes ever since we have achieved a milestone of becoming the first container terminal facility in South China to offer shore power at all berths. In the reporting period, we have provided a total of 274,750 units (kWh) of electricity to container vessels berthing at our facilities in Western Shenzhen.

大鏟灣岸電系統

自大鏟灣碼頭成為華南首家岸電全覆蓋的貨箱 碼頭,我們一直向國際航線和內貿航線的船公司 客戶推廣使用岸電。在報告期內,我們向靠泊的 貨箱船共提供274,750千瓦時電力。

Total CO₂ Equivalent Emissions (CO₂e) Intensity 總二氧化碳當量排放強度



BOOSTING ENERGY SAVING

Expansion of Solar Panel System

Modern Terminals Hong Kong has completed the second phase of our solar panel installation project which has resulted in a threefold increase in the annual power generated from renewable sources.

In this phase, a total of 470 panels were installed on the rooftop of eight buildings, which will generate about 291,000 units (kWh) of electricity annually. When combined with the 291 solar panels that were installed on our Warehouse Building in 2021 as phase one, Modern Terminals is generating 431,000 units (kWh) of electricity and reducing 168 tonnes of carbon emission per year.





推廣節能

擴展太陽能發電系統

現代貨箱碼頭已完成太陽能 發電系統第二階段的安裝, 將可再生能源的年發電量 提升至原本的三倍。

在這一階段,我們在八座 建築物的屋頂上共安裝470塊 太陽能光伏板,每年生產 約291,000千瓦時電力。 連同第一階段於2021年安裝 於貨倉大樓的291塊太陽能 光伏板,現代貨箱碼頭每年 總共生產431,000千瓦時 電力,並減少168噸碳排放。

Ongoing LED Light Project

Over the years, Modern Terminals has made significant progress in our LED light conversion project, targeting various areas within our facilities including offices, E-RTGs, quay cranes and yard lightings. In the reporting period, we have replaced a total of 115 sets of HID lights by LED lights on our light towers in Hong Kong. It helps achieve a 59% reduction in electricity consumption compared to traditional HID lights. At DaChan Bay Terminals,

we have replaced lights on 10 E-RTGs and 112 sets of canopy lights achieving a 75% and 33.33% reduction in electricity consumption respectively.

As of end 2023, the estimated annual saving of electricity in both our facilities in Hong Kong and DaChan Bay is 4.47 million units (kWh) and 388,345 units (kWh) respectively under the LED light conversion project. The project will continue.



持續進行LED更換工程

過去多年,公司在LED燈更換項目取得重大進展, 涵蓋我們設施內的各個區域,包括辦公室、電力 驅動膠輪式龍門起重機、岸邊起重機及堆場照明。 在報告期內,我們在香港的燈塔上以LED燈取代 115套HID燈。LED燈相比傳統的HID燈,能減少 59%的電力消耗。在大鏟灣碼頭,我們將10台 電力驅動膠輪式龍門起重機和112套閘口棚燈 更換為LED燈,分別減少75%和33.33%的電力 消耗。

大鏟灣每年分別約節省447萬千瓦時和388,345 千瓦時電力。而這項目將會持續進行。

WASTE MANAGEMENT

We are committed to minimising waste generated from our container terminal operations and warehousing facilities in Hong Kong by reducing use of materials and expanding the scopes of our recycling efforts throughout the years. We have collection points of recyclable materials at different locations of our facilities. Arrangements have been made for licensed third-party companies to collect them for recycling and provide us with relevant data. We consistently monitor our processes, identify areas for improvement, and implement programmes to tackle these identified issues.

In Hong Kong, the Company launched initiatives in the reporting period to enhance our solid waste management. The initiatives aimed to improve our waste disposal management, prevent external waste disposal at our terminals, and ensure proper disposal behaviour within our facilities by offering education to both our own people and contractors' workers.



固體廢物處理

我們在過去多年,透過減少使用物料及擴展回收 範圍,致力減少日常貨箱碼頭營運及在香港的 貨倉大樓所產生的廢物。我們在不同地點設置 回收設施,並安排認可第三方公司收集回收物 及向我們提供相關數據。我們持續監察廢物處理 流程,識別可改善空間,以及推行計劃以針對 解決相關問題。

公司在報告期內推出一系列措施進一步加強固體 廢物管理,旨在優化我們的廢物處理安排,防止 外來廢物棄置在我們的碼頭,並透過教育僱員和 承辦商員工,確保大家在我們設施內正確地處理

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"WasteWise" Redemption Scheme

The Company launched a one-month "WasteWise" Redemption Scheme in November 2022. Our people in Hong Kong could earn points by taking three different waste reduction actions including using their own food containers for takeaway at our staff cafeteria, recycling plastic takeaway containers, and no food waste from dining in. The points were used to exchange for eco-friendly gifts and cash vouchers. A total of 19 colleagues participated in the event, recording a total of 721 actions.

「飯堂惜食 賞你減廢」 獎勵計劃

公司在2022年11月推出為期一個月的「飯堂惜食 賞你減廢|活動,我們在香港的員工可透過三項 不同的減廢行動獲取積分,包括自備合適餐盒購 買外賣、回收外賣餐盒及堂食零廚餘,所收集到的 積分可以兑換環保產品和禮券。共有19位同事 參與,並記錄總共721次行動。



Recycling Efforts at Our Terminals

We have been recycling a large variety of items ranging from wooden pallets, tyres to beverage carton, lai see packets, food waste and many more. In the reporting period, we have recycled a total of 2,440.41 tonnes of materials in Hong Kong reducing waste to the landfill. In addition, 4.3 tonnes and 2.2 tonnes of plastic and cardboard waste generated by our tenants were recycled respectively.

Under our beverage carton recycling programme, we collected a total of 24kg of beverage cartons in the reporting period.

In addition, we have been a long-term supporter of Greeners Action's Lai See Packet Reuse and Recycle Programme. The Company has collected lai see packets from our staff and tenants during Chinese New Year since 2015. In 2022, we collected 29kg of lai see packets. All collected lai see packets were handed over to Greeners Action to be transformed into "rejuvenated lai see packets" for distribution to the public. In 2023, we collected eight boxes of lai see packets. Seven boxes with around 40.3kg of used lai see packets were transferred to Greeners Action. The remaining one box of brand new lai see packets was reserved for our people to take for free in the coming year

在碼頭的回收行動

公司一直回收多種不同類型的可回收物,包括木卡 板、輪胎、以至飲品包裝盒、利是封、廚餘等等。 在報告期內,我們在香港共回收2,440.41噸 物料,減少送往堆填區的廢物。另外,我們也從 貨倉大樓租戶共收集到4.3噸塑膠和2.2噸硬紙板 送往回收。

而我們的飲品包裝盒回收計劃,在報告期內共回 收24公斤飲品包裝盒。

此外,我們長期支持綠領行動的利是封回收重用 大行動。自2015年以來,公司一直向員工收集 利是封。在2022年,我們收集共29公斤的 利是封,所有收集到的利是封交給綠領行動製作 「新生利是封」給予公眾使用。在2023年,我們 收集了八箱利是封,其中七箱約40.3公斤的 舊利是封轉交給綠領行動,而剩下的一箱全新 利是封將保留給我們的同事在來年免費取用。





REINFORCING ENVIRONMENTAL CULTURE

At Modern Terminals, we believe it is of great importance to establish a green culture within the Company as we require our people to support our green initiatives. Hence, we have been conducting various promotional activities.

Eco-Tour

Despite the challenges posed by the COVID-19 pandemic, we successfully conducted a virtual eco-tour of the Low Carbon Energy Education Centre from 21 April to 20 May 2022. This event allowed colleagues to learn about various forms of low-carbon energy. A quiz game was incorporated into the virtual tour, engaging 40 colleagues in an interactive and educational experience. Correct entries entered a lucky draw and 10 winners received a gift coupon.

In 2023, we have resumed physical eco-tour with a group of 58 participants exploring the beauty and biodiversity of the Hong Kong Wetland Park and visiting the Go Green Organic Farm, which featured a captivating pineapple theme on 2 December.

加強綠色文化

公司需要所有員工支持推行綠色行動,所以我們 相信在公司內建立綠色文化非常重要。因此,公司 一直舉辦各種環保推廣活動。

生態遊

雖然受到2019冠狀病毒病的影響,我們於2022年 4月21日至5月20日期間舉辦低碳能源教育中心的 虚擬生態遊。活動讓同事們了解各種低碳能源, 並設有獎問答遊戲,共有40位同事參與這互動式 教育體驗。答中全部問題的同事獲參加抽獎, 最終10位幸運兒獲得禮券作為獎品。

我們在2023年恢復實體的生態遊,58名參加者 在12月2日探索香港濕地公園的生態環境和生物 多樣性,以及參觀以菠蘿為主題的有機農場 - 有機薈 低碳農莊。



Green Event Training

To raise our employees' awareness of sustainability in event planning, a Green Event Training was conducted on 23 May 2023. A total of 37

relevant staff members attended the training, where they learned how to incorporate environmental and social responsibility into the planning and preparation of events of different scales.



綠色活動統籌培訓

為提升同事於活動統籌方面的環保意識,我們於 2023年5月23日舉辦了一場綠色活動統籌培訓。

> 共有37名同事參加,學習在規劃及 籌備不同規模活動時如何兼顧 環境及社會責任。

Green Promotion and Education

A *Hydroponics Fun* Contest was organised from June to August 2022. A total of 50 colleagues enrolled in the contest, among them 38 attended the hydroponic talk on 24 June 2022. The contest was divided into two categories: Romaine Lettuce and Red Leaf Lettuce. Participants had around one month to grow their plants. On the judging day, 33 participants brought their plants to the venue for harvesting and weighing. The contest provided colleagues with a fun and engaging opportunity to learn about hydroponic planting.





水耕種植。

環保推廣及教育

在2022年6月至7月期間,我們推出水耕種植樂

比拼比賽。共有50位同事報名參加,其中38位於

2022年6月24日參與水耕講座。比賽分為兩個

類別,分別是羅馬生菜和紅邊生菜,而參加

者約有一個月時間各自栽種植物。在評審當日,有33位參加者將他們的植物攜帶到場進行收割和

秤重。此活動為同事們提供一個有趣的形式了解

On 23 September 2022, a *Small Appliance Fix and Repair Workshop* was conducted. A total of 19 colleagues participated either in person or online. Participants learned about the common areas of malfunction of small appliances and how to diagnose and repair. The workshop emphasised the importance of repair as an alternative to disposal, promoting the reduction of electronic waste.

To raise awareness of proper waste disposal, we organised an *Environmental Slogan Competition* from 24 May to 14 June 2023. We have received 87 eligible entries and selected 10 outstanding slogans, which were then presented to all colleagues through the Company's internal communications platform *ModernChat* for voting. This event aimed to convey the message of "Waste reduction at source, proper recycling, proper waste disposal and keep the environment clean" through the slogans.

我們於2022年9月23日舉辦小型家電維修及保養工作坊,共有19位同事透過視像或現場參與,讓參加者了解小型家電常見故障的成因和如何判斷電器故障及進行維修。工作坊強調維修代替棄置的重要性,以有助減少電子廢棄物。

為提高妥善棄置廢物的意識,我們於2023年5月24日至6月14日期間舉辦環保標語創作比賽。我們共收到87份合資格的參賽作品,從中甄選出10份優秀作品,並通過公司內部通訊平台ModernChat進行投票。此活動旨在通過標語傳達「實踐源頭減廢、妥善回收、正確棄置廢物及保持環境清潔」的訊息。





A *Tillandsia Bonsai Workshop* took place on 21 July 2023, with 20 colleagues participating. They learned about bonsai art and made their unique bonsai creations. The workshop highlighted the air-purifying properties of Tillandsia plants and cultivation tips, while addressing the issue of air pollution in Hong Kong.

公司於2023年7月21日舉辦盆景空氣鳳梨工作坊, 共有20位同事參與。他們學習盆栽藝術並創作出 獨一無二的盆栽作品。工作坊帶出空氣鳳梨能 淨化空氣的特性及種植技巧,同時也關注香港 空氣污染的問題。



Two classes of an upcycling workshop called *Upcycled Toy Maker Experience* were held on 24 September and 7 October 2023. A total of 9 colleagues with 15 of their family members participated in creating coin pushers by using cardboard materials.

另外,在2023年9月24日和10月7日舉辦了兩場 升級再造玩具工匠體驗班。共有9位同事和他們的 15名家庭成員參與,使用紙皮製作推銀機玩具。







- 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

Modern Terminals cares about the communities in which we operate. Beyond generating economic value, we are committed to positively impacting local communities through our community involvement programme. Our programme focuses on three main aspects: youth development, promoting environmental awareness, and promoting sports to lead a healthy life.

現代貨箱碼頭關懷業務單位所在的社區,除為社會創造經濟效益外,我們還致力透過社區參與活動為本地社區帶來 正面影響。我們的活動專注於三個主要範疇: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 is committed to building a strong and close-knit relations with our community. In the reporting period, in addition to our annual programme Modern Terminals Summer Fitness Programme and alumni activities, and our continuous support to Cotton Spinners Association Secondary School (CSA) under Project WeCan, we organised a programme titled Modern Terminals Cares for the Ocean to enhance awareness of the importance of protecting the marine environment among the younger generation as part of our 50th Anniversary celebration.

豐富公司主辦的社區活動

現代貨箱碼頭致力建立強大而密切的社區連繫。 在報告期內,我們除舉行年度活動「現代貨箱 碼頭夏日運動站」及其舊友會活動,繼續在 「學校起動|計劃下支持夥伴學校棉紡會中學外, 為慶祝公司50周年誌慶,更推出「現代貨箱碼頭 關懷海洋計劃」,以提高年輕一代對海洋保育 重要性的認知。

Modern Terminals Summer Fitness Programme

With its inception in 2017 and the establishment of an Alumni Group in 2019, Modern Terminals Summer Fitness Programme has become one of our signature community programmes. Under our Sustainability Strategy, we aim to expand further the programme and hence during the reporting period, we have been exploring with our NGO partner Chinese YMCA on various ideas. In coming years, we hope to increase the number of new joiners and plan to organise more Alumni activities. We aim to offer Alumni members not only sports-related activities but also youth development opportunities. As of the end of 2023, there were 41 alumni members.

As Dodgebee has been popular among participants and flyball is a sport that players need to practice more to gain the necessary skills, we continued to provide these two sports in 2022 and 2023. Similar to previous years, we offered other enriching activities including a half-day adventure and a personal development day camp. Our Modern Volunteer Force (MVF) members fully supported the programme by providing on-site support.

現代貨箱碼頭夏日運動站

由2017年推出,並於2019年設立舊友會,「現代 *貨箱碼頭夏日運動站* | 已成為我們重點社區參與 活動之一。在我們的可持續發展策略下,我們旨在 進一步擴展該計劃,因此在報告期內,我們一直與 非政府組織合作夥伴 - 香港中華基督教青年會探討 各種想法。在未來,我們希望吸納更多新成員, 並計劃舉辦更多舊友會活動。舊友會將不僅是提供 運動相關的活動,更會提供青年發展的機會。 截至2023年底,我們共有41位舊友會成員。

由於躲避盤廣受參與者歡迎,而旋風球也是一項 需要多練習才能掌握技能的運動,我們於2022年 和2023年繼續提供這兩項運動。一如以往,我們 還提供了其他豐富的活動,包括親子歷奇半日營 和成長日營。我們的「現代仁」義工全力支持計劃, 協助活動進行。













In 2022, we minimised the number of participants as part of our precautionary measures against COVID-19. Among the 23 participants, 21 of them had joined the programme before. In 2023, the number of participants grew to 30 with the ease of the pandemic.

在2022年,作為預防2019冠狀病毒病的措施, 我們減少參加人數。在23名參加者中,有21人 曾經參加過計劃。隨著疫情的緩解,在2023年 參加人數增加到30人。

Among the programme participants in 2022 and 2023, 100% expressed their intention to continue engaging in the sport; 96% and 86% respectively indicated that they enjoyed the activities; while 91% and 95% indicated that the sports training deepened their understanding of the respective sports. 在2022年和2023年的參加者中,100%表示會 繼續做此運動;分別有96%和86%表示享受活動; 而91%和95%表示訓練令他們對相關運動加深 認識。



This event was a great opportunity for children to engage in more sports exercise. I would like to thank the coaches, trainers, and volunteers for their assistance. The half-day adventure was filled with excitement and enjoyment for all. I would also like to extend my thanks to Modern Terminals and the Chinese YMCA for organising this programme. I hope they will continue to host more sports events, enabling more people to participate and benefit from such experiences.

活動讓小朋友可多參與運動,我在此感謝教練、導師和義工 所提供的協助。親子歷奇半日營既緊張又有趣。我亦非常感謝 更多的運動活動,讓更多人可以參與其中。]

Mr Fung, a parent of two 2023 participants 2023年兩名參加者的家長馮先生



Maintain long-term relationship with

lumni members

建立長遠關係

It is truly rewarding to witness their journey from being beginners to becoming proficient in a sport.

> 看著他們由完全不會到學會一項新的運動, 當中的滿足不言而喻。



In the past years, I am glad to see participants' dedication and their development.

能看到各參加者的積極參與及見證他們不斷 成長,感到十分開心。

MVF members

「現代仁」義工

For Alumni, we have organised four activities in the reporting period, including a dodgebee competition, two experience sessions for shuttlecock and Kinball, and Modern Terminals Cares for the Ocean programme.

Modern Terminals Cares for the Ocean

Our business is related to the ocean and we place emphasis on marine conservation. In collaboration with WWF-Hong Kong and Clearbot, a Hong Kong registered start-up company, we launched a programme titled *Modern* Terminals Cares for the Ocean to enhance awareness of the importance of protecting the marine environment among the younger generation.



我們在報告期內共舉辦四項舊友會活動,包括 躲避盤比賽、足毽和健球的體驗活動,以及「現代 貨箱碼頭關懷海洋計劃|。

現代貨箱碼頭關懷海洋計劃

我們的業務與海洋息息相關,並非常重視海洋 保育。我們聯同世界自然基金會香港分會及一間 於香港註冊的初創公司CLEARBOT推出「現代 貨箱碼頭關懷海洋計劃」,以提高年輕一代對保護 海洋環境的意識。



Between November 2022 and May 2023, we organised eight educational sessions for various stakeholders, including our colleagues, Modern Terminals Summer Fitness Programme alumni, and students from our Project WeCan partner school Cotton Spinners Association Secondary School. Participants observed the marine litter collection performed by the Modern Terminalssponsored clearbot, an Al-enabled robotic boat, conducted coastal clean-up activity, and collected water samples for microplastic analysis. Close to 180 participants gained a deeper understanding of marine conservation. MVF members also provided volunteering services onsite.

Project WeCan

Modern Terminals has been a long-term supporter of Project WeCan since 2011 and we are committed to maintaining an ongoing relationship with Cotton Spinners Association Secondary School. The programme aims to provide opportunities and support to students who are disadvantaged in learning. Throughout the years, we are proud to have seen improvement and achievements in various aspects at the school.

In the reporting period, we continued to organise activities to provide students with the support and care they need to realise their potential and to thrive. Activities supported students in their learning, personal development, and career planning.

在2022年11月至2023年5月期間, 共舉辦八次 教育活動予不同的持份者,包括公司同事、「現代 *貨箱碼頭夏日運動站*」舊友會成員及「*學校起動*」 夥伴學校棉紡會中學的學生。參加者除可了解 由現代貨箱碼頭贊助的CLEARBOT機械船清理海洋 垃圾的過程,更參與海岸清潔活動和採集海水 樣本用作微塑膠污染分析。接近180名參加者 對海洋保育加深了解,而「現代仁」義工隊也到場 提供協助。

學校起動計劃

現代貨箱碼頭自2011年起長期支持「學校起動| 計劃,致力與棉紡會中學保持長遠的夥伴關係。 該計劃旨在為學習表現未如理想的學生提供機會 及支援。多年來,我們看到學校在各方面的進步和 成就,令人鼓舞。

在報告期內,我們舉辦各種活動,為學生提供 所需的支持和關懷,讓他們發揮潛能茁壯成長。 這些活動支援學生的學習、個人發展和生涯 規劃。



E-Chat@ModernTerminals

Since 2015, we have been offering a programme called E-Chat@ModernTerminals to encourage CSA students to practise their English oral skills. The programme resumed in the 2022/23 academic year, with online sessions at the beginning and face to face sessions resumed since April 2023.

A total of 20 Form 3 to Form 5 students participated in the programme in school year 2022/23 and four senior executives participated as mentors. The mentors fostered an environment to discuss and explore everyday life topics with students in English.

自2015年起,我們舉辦「E-Chat@ModernTerminals」活動,鼓勵棉紡會中學的同學練習英文口語的技巧。活動在 2022/23學年恢復,最初以網上形式進行,並於2023年4月起恢復面授課堂。

在2022/23學年,共有20名中三至中五的學生參加,由四名高級行政人員擔任導師。導師與學生以英語討論及探索 日常生活的主題。





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Job Tasting 職場體驗

Since its launch in 2012, Modern Terminals has been supporting the Project *WeCan Job Tasting Programme*, offering valuable hands-on working opportunities to secondary students during the summer. A total of 110 students have gained working experience at Modern Terminals from 2012 to 2023.

In 2022 and 2023, a total of 10 students from CSA had the opportunity to work in various departments for two weeks at Modern Terminals, including Corporate Affairs, Health and Safety, Operations, and Workplace Services. The programme has been instrumental in helping students explore their career interests and gain insights into their strengths and weaknesses.

現代貨箱碼頭自2012年起支持「*學校起動*」職場體驗計劃,在暑假期間為中學生提供寶貴的工作體驗機會。自2012年至2023年,共有110名學生在現代貨箱碼頭獲得工作經驗。

在2022年和2023年,共有10名來自棉紡會中學的學生於公司的企業事務部、健康及安全組、香港操作部和工作環境服務組等部門工作兩週。該計劃有助學生探索職業興趣,並洞悉自身的長處和不足之處。











Support to CSA for Joint-school Activities 支持棉紡會中學參與聯校活動

Besides the *Job Tasting Programme*, a number of the joint-school activities under Project *WeCan* resumed in 2023 including *Young Innovators Bazaar, Career Exploration Day*, and company visits. CSA had great achievement at the 2023 Bazaar grabbing three awards including "The Best Business Plan Presentation", "The Best Team Spirit" and "The Best CEO" awards.

除職場體驗計劃外,「*學校起動*」計劃下多項聯校活動於2023年恢復,包括「趁墟做老闆」、「生涯規劃日」及企業參觀。棉紡會中學在2023年的市集上取得佳績,榮獲「最佳營商計劃書匯報獎」、「最具團隊精神獎」和「最佳老闆」三個獎項。









In the reporting period, we have held a total of four sessions at the *Career Exploration Day* in July and November 2022 with 705 participants from Project *WeCan* schools. During these sessions, our colleague introduced the yard planning function of our Company with a game using miniature containers. In addition, a total of 19 company visits (18 virtual and one in-person) have been held for a total of 1,029 participants.

在報告期內,我們於2022年7月及11月在「生涯規劃日」共舉行四場活動,吸引了來自「學校起動」計劃學校的705名參加者。活動中我們的同事使用迷你貨櫃模型進行遊戲,介紹堆場策劃的工作。此外,我們共舉辦19場企業參觀活動(其中18場在線上進行及一場實體參觀),共有1,029參加者。









SUPPORTING CHARITY ACTIVITIES

In addition to organising our own programmes and activities, Modern Terminals also supports activities that align with our focuses to generate more positive impact on the community. During the reporting period, we supported various charitable activities including the "Sports-Friendly Action" Charity 3x3 Basketball Game organised by the Chinese YMCA in September 2022, WELL DUNK! Charity Corporate 3x3 Basketball Tournament organised by InspiringHK Sports Foundation in April 2023, Sowers Action Challenging 12 Hours in October 2023, and The Community Chest Sports for Millions.





除舉辦計劃和活動外,公司亦支持與我們重點專注

範疇一致的活動,為社區帶來更多的正面影響。在

報告期內,我們支持多項慈善活動,包括2022年9月

香港中華基督教青年會舉辦的「運動友善計劃」

企業盃慈善三人籃球賽、2023年4月凝動香港體育

基金舉辦的《邨JUMP!》慈善三人籃球企業

邀請賽、2023年10月苗圃行動舉辦的「苗圃挑戰

12小時慈善越野馬拉松」、以及公益金百萬運動會。

支持慈善活動



The Community Chest Sports for Millions 公益金百萬運動會

We have been supporting the annual sports-related fund-raising event of The Community Chest. In March 2023, The Chest launched "The Community Chest Sports for Millions". Our Company made a donation and sent a team of 10 colleagues to participate in various sports competitions and a finale team game. This event aimed to promote a healthy lifestyle through multiple sports and enhance team spirit.

Case Study 參考實例

公司一直支持公益金的體育籌款活動。在2023年 3月,公益金舉辦了「公益金百萬運動會」。我們除 捐款外, 還派出10名同事參加各種運動比賽及 終極團隊遊戲。活動旨在通過多項運動促進健康的 生活方式及增強團隊精神。







The fund raised was to support the "Youth Services" of The Chest, supporting their 18 member organisations to help young people to build a healthy life with positive attitudes, overcome difficulties in their lives, and to develop a sense of self-responsibility.

Members of the Modern Terminals team were thrilled to join the event as they all enjoyed the team spirit. Please see below some of their quotes:

運動會籌得的善款全數資助18間提供「青少年 服務」的公益金會員機構,幫助青少年建立正確 價值觀及健康人生,協助面對成長期各方面的 困擾,培養他們成為有責任心的新一代。

現代貨箱碼頭的團隊表示很興奮能參加是次活動, 並享受當中的團隊精神。以下是他們的一些分享:

I didn't think about the result as I enjoyed taking part in the competitions with my colleagues.

從沒有想過賽果,只係非常享受與一班同事參與活動, 致足樂也。

I was thrilled to be able to participate in this meaningful fundraising event.

我能參與這個有意義的籌款活動,感覺非常開心。



The most memorable moments are that my teammates gave me a lot of encouragement while I was participating in the ping-pong games.

> 最難忘是比賽期間[,]場邊同事不停大聲打氣 和鼓勵,我感受到無比溫暖團隊氣氛。

中国銀行(香港)

It was my first ping-pong competition. Very excited! Thanks to my teammates for the support they extended to me.

這次是我人生第一次乒乓球出賽,十分 刺激!感謝同事們的支持和鼓勵, 令我有信心去完成整個賽事。







Internships 實習計劃

Case Study 參考實例

At Modern Terminals, we support youth development by providing internship opportunities to university students from relevant courses and to encourage the younger generation to pursue a long-term career in the port and logistics industry. In 2022 and 2023, we have recruited 8 and 2 interns respectively under the *Summer Internship Scheme on Supply Chain Management* organised by the Hong Kong Logistics Development Council.



我們通過為相關課程的大學生提供實習機會以支持青年發展,並鼓勵年輕一代在港口及物流行業的長期職業發展。在2022年和2023年,我們分別在香港物流發展局舉辦的供應鏈管理暑期實習計劃下招聘了8名和2名實習生。



ENHANCING VOLUNTEERING EFFORTS

Our corporate volunteering team MVF was established in 2007 and as of 31 December 2023 it consisted of 223 members (161 staff and 62 retirees). We offer a range of community services aligned with our focus areas. During the reporting period, we contributed a total of 606.8 volunteering hours through 16 activities in Hong Kong, with 275 hours in 2022 and 331.8 hours in 2023. Here are some highlights from our volunteering efforts.

致力推動義工活動

我們的企業義工隊「現代仁」於2007年成立,截至2023年12月31日,共有223位成員(161位現職員工和62位退休同事)。我們提供針對專注範疇的社區服務。在報告期內,我們在香港透過16項活動,錄得共606.80小時義工時數,其中2022年為275小時及2023年為331.8小時。以下是我們義工隊部份主要活動。

Employee Survey with an Aim to Enhance the Volunteering Programme

To further improve our MVF volunteering programme, we surveyed to gather feedback from our colleagues in 2022. We are grateful to receive 85 valid responses with feedback on various aspects which can help us to enhance the upcoming MVF activities. We value their opinions and going forward we will introduce new activities while enhancing our existing ones.



believe that our volunteer activities are diverse 71%的同事認為我們的義工活動多元化



60%

同時提升現有的項目。

為提升義工計劃而進行的問卷調查

為進一步優化「現代仁」的義工活動,我們在

2022年進行問卷調查,以收集同事們的反饋。

我們很高興收到85份有效的反饋,涉及各方面的

意見,這有助於我們提升未來「現代仁」的活動。

我們重視他們的意見,未來將會引入新的活動,

would recommend their colleagues to join MVF 60%的同事會推介同事 。—— 參加「現代仁」義工隊

Balloon Twisting Workshops and Subsidised Meal

We conducted balloon twisting workshop to empower volunteers with balloon-twisting skills in July 2022. This enables our volunteers to create balloon gifts for use at various volunteering activities involving kids.

Since 2017, we have been organising *Subsidised Meals* at the New Creation Depot restaurant of the Chinese YMCA, providing free meals for low-income families in the Kwai Tsing District. Due to the pandemic, the activity was suspended from 2020 to 2022. In October 2023, we resumed the activity with the participation of 50 children from low-income families. At the event, a tutor shared information on table manners, and 8 volunteers assisted the participants in adopting table manners.

氣球扭扭樂工作坊及愛心飯堂

我們於2022年7月舉辦*氣球扭扭樂工作坊*,賦予 義工能扭出氣球造型的技能,讓他們可以製作 氣球禮物送給各項義工活動的兒童參加者。

自2017年起,我們於香港中華基督教青年會青新駅舉辦「愛心飯堂」活動,為葵青區的低收入家庭提供一頓免費用餐。由於疫情關係,活動於2020年至2022年停辦。我們於2023年9月恢復活動,有50名來自低收入家庭的兒童參加。在活動中,導師分享了餐桌禮儀相關知識,而八位義工則協助參加者進行學習。









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Leave No Trace

We started this activity since 2021 as more people opted for hiking as international travel was not possible during the pandemic. We organised three events during the reporting period with a total of 25 and nine volunteers respectively cleaned up the Tuen Mun Lam Tei Reservoir and Devil's Peak in 2022 and Ho Pui and Tsing Tam Reservoirs in 2023.





山野不留痕

Supporting WWF-Hong Kong Activities

We have worked with WWF-Hong Kong to have two MVF activities including a coastline recovery activity at Island House on 4 February 2023 with a total of 11 volunteers and family members. On 22 April 2023, 11 volunteers and family members took part in the *Reserve Ranger Volunteering Experience* at Mai Po helping to remove invasive species to maintain the health of trees. In addition, a total of 14 volunteers and family members participated in the WWF-Hong Kong Flag Day on 24 June 2023. We sold flags to raise funds for WWF-Hong Kong, making a valuable contribution to the conservation of corals and marine ecosystems.

支持世界自然基金會香港分會的活動

我們與世界自然基金會香港分會合作,開展兩項「現代仁」的活動,包括於2023年2月4日在元洲仔自然保護研究中心舉辦的海岸淨灘活動,共有11位義工及親友參與。在2023年4月22日,11位義工參與在米埔自然保護區舉行的米埔生態保育活動,幫助移除外來入侵物種以維護樹木的健康。此外,共有14位義工及家屬參加2023年6月24日的世界自然基金會香港分會賣旗日,為該會籌款支持其珊瑚和海洋生態系統保育工作。

由於疫情令國際旅遊難以進行,更多人選擇在本地

行山,我們自2021年起展開這項活動。在報告期內,

我們共舉辦三次清潔活動,分別於2022年有

25位義工清理屯門藍地水塘和魔鬼山的垃圾,以及

2023年有九位義工清理河背和清潭水塘的垃圾。



Christmas Celebration with Care

We launched the water tour activity during the Christmas season in 2018, and it has gained popularity. We held the fourth and fifth editions in 2022 and 2023 with 15 volunteers joining 55 participants from low-income families on a journey aboard the Star Ferry. In 2022, we took a different water tour to enjoy the stunning sunset views of Victoria Harbour and the scenery of Kwai Tsing Container Terminals. We sincerely thank the Star Ferry for sponsoring 56 tickets for participants and volunteers.

聖誕維港遊

公司在2018年聖誕推出這項海港遊活動,深受大家歡迎。我們在2022年和2023年舉辦第四和第五屆活動,共有15位義工陪同55名來自低收入家庭的參加者乘坐天星小輪。在2022年,我們選擇與以往不同的遊覽路線,欣賞維多利亞港的美麗日落景色和葵青貨櫃碼頭的景緻。我們衷心感謝天星小輪贊助56張門票給參加者和義工。



"DaChan Ren" Activities

DaChan Ren, the volunteering team of DaChan Bay Terminals, was founded in January 2018 and has grown to over 80 members. Although the COVID-19 pandemic posed limitations to our volunteering efforts, we still managed to make contributions to our community. During the reporting period, we actively supported the fight against COVID-19 effort by assisting in conducting 301 sessions of nucleic acid testing at the terminals.

「大鏟仁」活動

大鏟灣碼頭的義工隊「大鏟仁」於2018年1月成立,成員人數已增至超過80名。儘管疫情限制了義工工作,我們仍設法為社區作出貢獻。在報告期內,我們積極支持應對疫情的措施,並在碼頭協助進行301場核酸檢測。



PERFORMANCE STATISTICS

統計數據摘要

EMPLOYMENT 僱員

		Unit 單位		Jan-De 2021年1 Kong	月-12月 Mainlan		To 總	otal !數	Hong	Jan-De 2022年1 Kong	月-12月 Mainla	nd China		otal 製數	Hong	Jan-De 2023年 Kong	Mainla	nd China		otal 製數
Profile of workforce 僱員總人數	Total number of staff 僱員總人數	Number 數目		香港 191	中國 39		1.0	285		港 58		图内地 113	4	271		F港 199		國內地 101	1	200
Profile of workforce 催貝総入数	Directly employed staff (Male) 直接聘請的僱員(男性)	Number 數目		79	33			205 110		54		43		097		99		337		200 033
	Directly employed staff (Male) 直接聘請的僱員(女性)	Number 數目		12		3	-	75		04		70	-	74		03		64		67
	Permanent contract (Male) 永久合約(男性)	Number 數目		28	17			75 06		98		106		04		56		237		93
	Permanent contract (Female) 永久合約(女性)	Number 數目		11	3.			45		03		36		39		02		37		39
	Fixed term contract (Male) 固定期限合約(男性)	Number 數目		51	15			03		52		37		89		34		100		34
	Fixed term contract (Female) 固定期限合約(女性)	Number 數目		1	2			80		1		33		34		0		25		25
By gender 按性別劃分	Temporary contract (Male) 臨時合約(男性)	Number 數目		0)		0		4		0		4		6		0		6
	Temporary contract (Female) 臨時合約(女性)	Number 數目		0	1			1		0		1		1		1		2		3
	Full-time (Male) 全職(男性)	Number 數目		79	33			110		54		43		097		96		337		033
	Full-time (Female) 全職(女性)	Number 數目		12		3	-	75		04		70	-	74		03		64		67
	Part-time (Male) 兼職(男性)	Number 數目		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
	Management staff (Male) 管理層職員(男性)	Number 數目		28	2			64		3		26		57		30		26		56
	Management staff (Female) 管理層職員(女性)	Number 數目		16	7			23		8		8		26		16		7		23
	Senior staff (Male) 高級職員(男性)	Number 數目		35	9			26		32		95		27		31		97		28
By employment category 按職位類別劃分	Senior staff (Female) 高級職員(女性)	Number 數目		42	3:			·5		15		35		30		48		34		32
	General staff (Male) 普通職員(男性)	Number 數目		16	21			30		91		222		13		35		214		49
	General staff (Female) 普通職員(女性)	Number 數目		54		3		7		1		27		58		39		23		52
	Below 30 (30歳以下)	Number 數目		00		8		48		37		56		53		75		54		29
By age group 按年齡組別劃分	30 - 39 (30至39歳)	Number 數目		29	20			30		25		201		26		17		186		03
	40 - 49 (40至49歳)	Number 數目		35	12			60		33		26		59		21		35		56
	50 or above (50或50歲以上)	Number 數目		27	2		34	47		13		20	3	33		86		26		12
	%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		I/A	10					/A		00				I/A		100		
	Male 男性	Number/Percentage 數目/百分比	69	8.9	48	14.5	117	10.5	83	11.0	26	7.6	109	9.9	67	9.6	8	2.4	75	7.3
	Female 女性	Number/Percentage 數目/百分比	19	17.0	9	14.3	28	16.0	26	25.0	6	8.6	32	18.4	16	15.5	1	1.6	17	10.2
New hires 新入職人數	Below 30 (30歲以下)	Number/Percentage 數目/百分比	43	43.0	30	62.5	73	49.3	51	58.6	22	33.3	73	47.7	39	52.0	5	9.3	44	34.1
	30 - 39 (30至39歲)	Number/Percentage 數目/百分比	35	15.3	23	11.4	58	13.5	44	19.6	9	4.5	53	12.4	28	12.9	3	1.6	31	7.7
	40 - 49 (40至49歳)	Number/Percentage 數目/百分比	9	3.8	4	3.2	13	3.6	10	4.3	1	0.8	11	3.1	12	5.4	1	0.7	13	3.7
	50 or above (50或50歲以上)	Number/Percentage 數目/百分比	1	0.3	0	0.0	1	0.3	4	1.3	0	0.0	4	1.2	4	1.4	0	0.0	4	1.3
	Male 男性	Number/Percentage 數目/百分比	51	6.5	30	9.1	81	7.3	75	9.9	15	4.4	90	8.2	78	11.2	14	4.2	92	8.9
	Female 女性	Number/Percentage 數目/百分比	13	11.6	7	11.1	20	11.4	31	29.8	2	2.9	33	19.0	16	15.5	7	10.9	23	13.8
Turnover 離職人數	Below 30 (30歳以下)	Number/Percentage 數目/百分比	13	13.0	8	16.7	21	14.2	46	52.9	6	9.1	52	34.0	30	40.0	5	9.3	35	27.1
Turnover 離城入數	30-39 (30至39歲)	Number/Percentage 數目/百分比	24	10.5	22	10.9	46	10.7	32	14.2	9	4.5	41	9.6	37	17.1	11	5.9	48	11.9
	40 - 49 (40至49歲)	Number/Percentage 數目/百分比	11	4.7	5	4.0	16	4.4	21	9.0	1	0.8	22	6.1	18	8.1	3	2.2	21	5.9
	50 or above (50或50歲以上)	Number/Percentage 數目/百分比	16	4.9	2	10.0	18	5.2	7	2.2	1	5.0	8	2.4	9	3.1	2	7.7	11	3.5
	Paternity leave 侍產假	Number 宗數		17	1:	3	3	80	1	5		19	3	34		10		9	1	19
	Maternity leave 產假	Number 宗數		4	4	1	1	8		2		5		7		1		2		3
Return to work and retention rates after	Employees returned to work after parental leave ended (Male) 育兒假後復工(男性)	Number 數目		17	1:	3	3	80	1	5		19	;	34		10		9	1	19
maternity / paternity leave, by gender 按性別劃分的育兒假後復工和保留人數	Employees returned to work after parental leave ended (Female) 育兒假後復工(女性)	Number 數目		4	3	3	7	7		2		5		7		1		2		3
	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		11	1	7	2	28	1	6		11	2	27		15		17	3	32



		Unit 單位		ec 2021 1月-12月	Total		ec 2022 1月-12月	Total	Jan-De 2023年	e c 2023 I 月-12月	Total
		5	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
	Employees returned to work after parental leave ended and were still employed 12 months after their return to work (Female) 育兒假後復工並12個月後仍在任(女性)	Number 數目	4	1	5	4	2	6	2	5	7
Return to work and retention rates after maternity / paternity leave, by gender	Return to work rate (Male) 復工比率(男性)	Percentage 百分比	100	100	100	100	100	100	100	100	100
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	75	100	100	80	100	100	100	100
	Retention rate (Male) 保留比率(男性)	Percentage 百分比	92	89	90	94.12	84.6	89.99	100	89.47	94.12
	Retention rate (Female) 保留比率(女性)	Percentage 百分比	100	50	100	100	100	100	100	100	100
Average hour of training by gender	Male 男性	Hour 小時	24.95	7.02	19.60	25.79	23.53	25.08	26.38	18.69	23.87
按僱員性別劃分的平均培訓時數	Female 女性	Hour 小時	13.54	5.57	10.67	21.88	17.75	20.22	18.70	16.27	17.77
Average hour of training by employment	Management Staff 管理人員	Hour 小時	23.17	8.76	16.99	20.30	10.50	16.28	28.05	12.27	21.46
category	Senior staff 高級職員	Hour 小時	17.77	13.11	15.85	22.46	19.98	21.41	21.08	12.84	17.60
按職位劃分的平均培訓時數	General staff 普通職員	Hour 小時	25.05	3.20	19.34	26.50	25.54	26.23	26.53	22.17	25.25

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。

□ Employees are to be categoried based on their usual place of work. Hence, the figures for 2021 need to be restated. 所有僱員以其平常工作地點作區分,2021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

		Jan-Dec 2021	2021年1月-12月		Jan-Dec 2022	2022年1月-12月		Jan-Dec 2023	2023年1月-12月	
	Unit 單位	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										
Discol (Ki)h	Litre 公升	9,146,302	2,304,692	11,450,994	7,377,747	2,404,809	9,782,556	5,836,213	1,872,961	7,709,174
Diesel 柴油	Gigajoule 千兆焦耳	330,364	83,245	413,610	266,484	86,862	353,346	210,804	67,651	278,45
Land American (PO) in A. Tile	Litre 公升	284,882	_*	284,882	253,372	-	253,372	239,449	-	239,44
Liquefied petroleum gas (LPG) 液化石油氣	Gigajoule 千兆焦耳	7,276	-	7,276	6,472	-	6,472	6,116	-	6,116
P. 4. 1. 1. 1. 1. 1. 1. 1. 1. 1. 1. 1. 1. 1.	Litre 公升	17,832	27,040	44,872	16,725	31,692	48,416	22,295	14,016	36,311
Petrol 汽油	Gigajoule 千兆焦耳	585	886	1,471	548	1,039	1,587	731	459	1,190
Land Land AND ALTER	Cubic Metre 立方米	_*	25,117	25,117	-	-	-	-	351,201	351,201
Liquefied natural gas (LNG) 液化天然氣	Gigajoule 千兆焦耳	-	777	777	-	-	-	-	10,866	10,866
T. 4. 1. 1. 4. 1. 1. 1. 1. 1. 1. 1. 1. 1. 1. 1. 1. 1.	kWh 千瓦時	50,548,457	20,366,922	70,915,379	45,204,435	20,731,202	65,935,637	41,517,814	20,268,396	61,786,211
Total electricity consumption 電力消耗總量	Gigajoule 千兆焦耳	181,974	73,321	255,295	162,736	74,632	237,368	149,464	72,966	222,430
T 世年	Unit 單位	57,247	_*	57,247	54,656	-	54,656	52,378	-	52,378
Towngas 煤氣	Gigajoule 千兆焦耳	2,748	-	2,748	2,623	-	2,623	2,514	-	2,514
N. L. J. C. T. T. C.	Cubic Metre 立方米	_ *	34,468	34,468	-	38,008	38,008	-	35,076	35,076
Natural Gas 天然氣	Gigajoule 千兆焦耳	-	1,158	1,158	-	1,277	1,277	-	1,179	1,179
CO₂ equivalent emissions (CO₂e) - Scope 1 二氧化碳當量排放 - 範疇一	Tonne 噸	24,811	6,286	31,097	20,081	6,516	26,597	15,999	5,831	21,830
CO₂ equivalent emissions (CO₂e) - Scope 2 二氧化碳當量排放 - 範疇二	Tonne 噸	19,748	12,992	32,740	17,661	13,224	30,886	16,221	12,929	29,150
CO₂ equivalent emissions (CO₂e) - Total 二氧化碳當量排放 - 總數**	Tonne 噸	44,559	19,278	63,837	37,743	19,740	57,483	32,220	18,760	50,980
Total CO₂ equivalent emissions (CO₂e) intensity 二氧化碳當量排放強度	Kg / TEU 公斤/標準箱	8.29	10.86	8.93	8.43	9.49	8.77	8.37	9.71	8.82

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 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)

可持續發展報告 2022 - 2023 | 6



ENVIRONMENT 環境

		Jan-Dec 2021	2021年1月-12月	Total 细動	Jan-Dec 2022	2022年1月-12月	Tatal 纳曲	Jan-Dec 2023	2023年1月-12月	Tatal / longh
	Unit 單位	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
Water Consumption 用水										
Water 用水量	Cubic Metre 立方米	68,030	23,901	91,931	64,613	37,272	101,885	53,530	23,983	77,513
Material Consumption 物料消耗										
Lubrication oil (engine oil + hydraulic oil) 潤滑油 (機油 + 液壓油)	Litre 公升	55,962	17,603	73,565	50,132	21,022	71,154	44,396	13,777	58,173
Lubrication oil (grease) 潤滑油(油脂)	Kilogramme 千克	16,947	3,765	20,712	16,432	4,140	20,572	12,692	5,205	17,897
Tyre 輪胎	Number 數量	742	480	1,222	712	650	1,362	440	534	974
Paper 用紙量	Kilogramme 千克	13,357	4,145	17,502	12,385	3,699	16,084	9,049	2,992	12,041
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	889	328	1,217	644	441	1,085	706	728	1,434
Chemical Waste 化學廢物										
Total solid chemical waste 固體化學廢物 #	Kilogramme 千克	373,818	112,090	485,908	369,399	110,915	480,314	350,869	89,710	440,579
Total liquid chemical waste 液體化學廢物 #	Kilogramme 千克	52,562	9,250	61,812	57,120	7,290	64,410	55,523	11,020	66,543
Waste Disposal 廢物處理										
Waste disposed to landfill 一般垃圾堆填 ***	Kilogramme 千克	965,900	547,500	1,513,400	851,622	516,750	1,368,372	756,451	471,120	1,227,571

Note 備註:

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

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

**** General waste collected in DaChan Bay is sent to incineration for power generation 大鏟灣一般垃圾是送往焚化以作發電

OCCUPATIONAL HEALTH AND SAFETY 職業健康和安全

		Jan-Dec 2021	2021年1月-12月	Total 總數	Jan-Dec 2022	2022年1月-12月	Total 總數	Jan-Dec 2023	32023年1月-12月	Total 總數
	Unit 單位	Hong Kong 香港	Mainland China 中國內地	IOIAI 総数	Hong Kong 香港	Mainland China 中國內地	IOIaI 総数	Hong Kong 香港	Mainland China 中國內地	IOIaI 総数
No of fatality 死亡人數	Number 宗數	0	0	0	0	0	0	0	0	0
Injury rate (Male) 工傷率 (男性)	Per 1,000 persons 每千人	10.2	3.1	13.3	14.6	0	14.6	18.6	0.0	18.6
Injury rate (Female) 工傷率 (女性)	Per 1,000 persons 每千人	0	0	0	9.5	0	9.5	19.2	0	19.2
Injury rate 工傷率	Per 1,000 persons 每千人	9.0	2.5	7.0	14.0	0.0	9.4	18.8	0.0	12.5
Lost day rate (Male) 缺勤率 (男性)	Per working day 每工作日	0.0038	0.0008	0.0029	0.0031	0.0000	0.0022	0.0043	0.0000	0.0030
Lost day rate (Female) 缺勤率 (女性)	Per working day 每工作日	0	0	0	0.0001	0.0000	0.00005	0.0005	0.0000	0.00030
Lost day rate 缺勤率	Per working day 每工作日	0.0034	0.0007	0.0026	0.0028	0.0000	0.0019	0.0039	0.0000	0.0026
Absentee rate (Male) 缺席率 (男性)	Per working day 每工作日	0.0253	0.0030	0.0189	0.0406	0.0063	0.0302	0.0296	0.0041	0.0215
Absentee rate (Female) 缺席率 (女性)	Per working day 每工作日	0.0274	0.0037	0.0185	0.0357	0.0116	0.0255	0.0289	0.0069	0.0200
Absentee rate 缺席率	Per working day 每工作日	0.0255	0.0031	0.0188	0.0400	0.0072	0.0296	0.0295	0.0045	0.0214

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 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。

□ Employees are to be categoried based on their usual place of work. Hence, the figures for 2021 need to be restated. 所有僱員以其平常工作地點作區分,2021年的數據需要重述。

Formula of injury rate: (Number of injury / Total number of staff) x 1,000 工傷率計算公式: (工傷宗數 / 僱員總人數)x 1,000

Formula of lost days rate: Number of lost days for work-related injury / Total number of scheduled work days for all headcount 缺勤工作日比率計算公式:因工傷導致的缺勤日數 / 所有僱員需要工作日數

Formula of absentee rate: Number of absenteeism / Total number of scheduled work days for all headcount 缺席率計算公式: 缺席日數/ 所有僱員需要工作日數



GRI STANDARDS CONTENT INDEX

全球報告倡議組織(GRI)標準內容索引

This report has been prepared in accordance with the GRI Standards for the period from 1 January 2022 to 31 December 2023. 本報告根據全球報告倡議組織標準編製,報告期為2022年1月1日至2023年12月31日。

GRI 1: Foundation 2021 基礎2021

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 2: General Disclosures 2021 一般披露 2021		
		THE ORGANISATION AND ITS REPORTING PRACTICES 機構及報告實務		
2-1	Organisational details 企業資料	ABOUT THE REPORT 關於本報告	3	√
		ABOUT MODERN TERMINALS LIMITED 關於現代貨箱碼頭有限公司	8-9	
2-2	Entities included in the Organisation's sustainability reporting 企業於可持續發展報告中包含的公司	ABOUT MODERN TERMINALS LIMITED 關於現代貨箱碼頭有限公司	8-9	√
2-3	Reporting period, frequency and contact point	ABOUT THE REPORT 關於本報告	3	√
	報告期、周期及聯絡方式	We publish sustainability report every two calendar years. For our financial performance, please refer to the section on Modern Terminals in <u>The Wharf (Holdings)</u> <u>Limited (Wharf)'s financial reports</u> (P.28 for 2022 / P.26 for 2023).		
		Our previous Sustainability Report was published in February 2023.		
		我們每兩個日曆年發佈一次可持續發展報告。有關我們的財務表現,請參閱 <u>九龍倉集團</u> 有限公司財務報告內現代貨箱碼頭部份 (2022年:第28頁 、 2023年:第26頁)。		
		我們上一份可持續發展報告在2023年2月發表。		
2-4	Restatements of information	PERFORMANCE STATISTICS 統計數據摘要	64-65	√
	重編過往報告所載資訊	Some data related to Employment, and Health and Safety for 2020 and 2021 need to be restated due to an updated definition of location of employees.	68-69	
		由於員工所在地的定義更新,2020年和2021年與僱員、健康和安全相關的一些數據 需要重述。		
2-5	External assurance 外部核實	ASSURANCE STATEMENT 核實聲明	78-79	√
		This report has been independently verified by Hong Kong Productivity Council.		
		Our Sustainability Steering Committee (which consists of MB) has reviewed the Assurance Statement.		
		此報告經香港生產力促進局獨立核實。		
		我們的可持續發展督導委員會(成員包括管理委員會)已經檢視核實聲明。		
		ACTIVITIES AND WORKERS 活動與員工		
2-6	Activities, value chain and other business	ABOUT MODERN TERMINALS LIMITED 關於現代貨箱碼頭有限公司	3	√
	relationships	CORPORATE GOVERNANCE 企業管治	20-23	
	活動、價值鏈和其他商業關係	Under Global Industry Classification Standard (GICS), our Company falls into the sub-industry of Marine Ports & Services.		
		There were no significant changes to the organisation or its supply chain during the reporting period. Majority of our suppliers are based in Hong Kong.		
		根據全球行業分類標準,我們公司屬於海運港口和服務的子行業。		
		在報告期內,公司或其供應鏈沒有發生重大變化。我們的大多數供應商都位於香港。		
2-7	Employees 僱員	PERFORMANCE STATISTICS 統計數據摘要	64-65	√
		There was no significant fluctuations in the number of employees during the reporting period or between reporting periods.		
		在報告期內及各報告期之間,員工人數沒有重大改變。		

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
2-8	Workers who are not employees 非僱員的工作者	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, staff cafeteria, cleaning, etc. The number of contractor workers in Hong Kong was 1,288 as of end of 2023, calculated based on full-time equivalent (FTE). There was a 13.5% and 14.2% reduction in FTE in 2022 and 2023 respectively due to change in throughput. 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,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、員工餐廳、清潔等。截至2023年底,香港承辦商的工作人數為1,288人(按全職當量計算)。基於貨櫃吞吐量的變化,2022年和 2023年的全職當量分別下降13.5%和14.2%。	64-65	√
		GOVERNANCE 管治		
2-9	Governance structure and composition 管治架構及組成	CORPORATE GOVERNANCE 企業管治	20-23	√
2-10	Nomination and selection of the highest governance body 最高管治單位的提名及遴選	The Board of Directors are representatives of shareholders. The Group Managing Director is appointed by the Chairman while other MB members and Managing Director of its business units are nominated by Group Managing Director and endorsed by Chairman. 董事會由股東代表組成。 集團董事總經理由主席委任,而其他管理委員會成員及業務單位的董事總經理則由集團董事總經理提名並經主席認可。	-	√
2-11	Chair of the highest governance body 最高管治單位的主席	CORPORATE GOVERNANCE 企業管治	20-21	√
2-12	Role of the highest governance body in overseeing the management of impacts 最高管治單位在監控衝擊管理的角色	CORPORATE GOVERNANCE 企業管治 ENGAGING WITH STAKEHOLDERS 與持份者溝通 MB is involved in the engagement exercise by setting direction and to review related report.	20-21 12-19	√
		管理委員會為與持份者溝通的工作設定方向及檢視相關報告。		
2-13	Delegation of responsibility for managing impacts 衝擊管理責任的安排	CORPORATE GOVERNANCE 企業管治 Persons-in-charge of different aspects of sustainability are to report to the MB regularly. In addition, a comprehensive review is conducted annually at our Sustainability Steering Committee meeting. 可持續發展不同方面的負責人定期向管理委員會報告。此外,我們的可持續發展督導委員會的會議每年都會進行全面審視。	20-23	√
2-14	Role of the highest governance body in sustainability reporting 最高管治單位就可持續發展報告所擔當的角色	CORPORATE GOVERNANCE 企業管治 ENGAGING WITH STAKEHOLDERS 與持份者溝通 Our Sustainability Steering Committee reviews our report before publication. 公司的可持續發展督導委員會在可持續發展報告發佈前進行審視。	20-23 12-19	V
2-15	Conflicts of interest 利益衝突	CORPORATE GOVERNANCE 企業管治 The two major shareholders of the Company are listed companies and we follow the same rules to avoid conflicts of interest. 公司兩大主要股東均為上市公司,我們遵循相同規則,避免利益衝突。	20-23	√
2-16	Communication of critical concerns 溝通關鍵重大議題	CORPORATE GOVERNANCE 企業管治 No critical matters were raised during the reporting period. 在報告期內,沒有任何重大議題。	21	√
2-17	Collective knowledge of the highest governance body 最高管治單位的群體睿智	OUR PEOPLE 以人為本 MB has been offered briefings and updates on the latest trends of sustainability. Also, in the reporting period, a training on sustainability was organised for all management staff including MB. Please refer to P.30 of this report for details. 管理委員會定期收到與可持續發展相關最新趨勢的簡報和更新。此外,在報告期內,公司為管理委員會在內的所有管理人員舉辦了一次可持續發展的培訓。詳情請參閱本報告第30頁。	29-31	V
2-18	Evaluation of the performance of the highest governance body 最高管治單位的績效評估	MB is to submit regular reports to the Board of Directors and there are three Board meetings every year. 管理委員會定期向董事會提交報告,並每年召開三次董事會會議。	-	V



other retirement plans

福利制度下的責任與其他退休計劃

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
2-19	Remuneration policies 薪酬政策	This information is treated as confidential. 此為機密資料。	-	√
2-20	Process to determine remuneration 薪酬決定流程	This information is treated as confidential. 此為機密資料。	-	√
2-21	Annual total compensation ratio 年度總薪酬比率	This information is treated as confidential. 此為機密資料。	-	√
		STRATEGY, POLICIES AND PRACTICES 策略、政策與實務		
2-22	Statement on sustainable development strategy 可持續發展策略的聲明	MESSAGE FROM GROUP MANAGING DIRECTOR 集團董事總經理獻辭 SUSTAINABILITY STRATEGY 可持續發展策略	4-5 6-7	√
2-23	Policy commitments 政策承諾	CORPORATE GOVERNANCE 企業管治	22	√
2-24	Embedding policy commitments 納入政策承諾	CORPORATE GOVERNANCE 企業管治	22	√
2-25	Processes to remediate negative impacts 補救負面衝擊的程序	CORPORATE GOVERNANCE 企業管治 Grievance Policy is in place to ensure grievances are handled consistently, neutrally and fairly. 已設立申訴政策,以確保申訴得到一致、中立和公平的處理。	21	√
2-26	Mechanisms for seeking advice and raising concerns 尋求建議和提出疑慮的機制	MESSAGE FROM GROUP MANAGING DIRECTOR 集團董事總經理獻辭 CORPORATE GOVERNANCE 企業管治	4-5 20-23	√
2-27	Compliance with laws and regulations 法規遵循	CORPORATE GOVERNANCE 企業管治 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。	20-23	√
2-28	Membership associations 公協會的會員資格	ABOUT MODERN TERMINALS LIMITED 關於現代貨箱碼頭有限公司	9	√
		STAKEHOLDER ENGAGEMENT 持份者溝通		
2-29	Approach to stakeholder engagement 持份者溝通方針	ENGAGING WITH STAKEHOLDERS 與持份者溝通	12-13	√
2-30	Collective bargaining agreements 團體協約	OUR PEOPLE 以人為本 PERFORMANCE STATISTICS 統計數據摘要	27-28 64-65	√
		GRI 3: Material Topics 2021 重要議題 2021		
3-1	Process to determine material topics 決定重要議題的流程	ENGAGING WITH STAKEHOLDERS 與持份者溝通	12-19	√
3-2	List of material topics 重要議題列表	ENGAGING WITH STAKEHOLDERS 與持份者溝通	18-19	√
	Material To	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 經濟績效 2016		
3-3	Management of material topics 重要議題管理	MESSAGE FROM GROUP MANAGING DIRECTOR 集團董事總經理獻辭 ENGAGING WITH STAKEHOLDERS 與持份者溝通	4-5 12-19	√
201-1	Direct economic value generated and distributed 企業所產生及分配的直接經濟價值	For our financial performance, please refer to the section on Modern Terminals in <u>The Wharf (Holdings) Limited (Wharf)'s financial reports</u> (P28 for 2022 / P26 for 2023). 有關我們的財務表現,請參閱 <u>九龍倉集團有限公司財務報告</u> 內現代貨箱碼頭部份 (2022年:第28頁 、 2023年:第26頁) 。	-	√
201-2	Financial implications and other risks and opportunities due to climate change 氣候變化所產生的財務影響及其他風險與機會	ENVIRONMENT 環境	43-44	√
201-3	Defined benefit plan obligations and	OUR PEOPLE 以人為本	24	√

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
201-4	Assistance received from government 取自政府之財務補貼	ENVIRONMENT 環境 The Company received support from the New Energy Transport Fund (NET Fund) for the purchase of electric light goods vehicles in the reporting period. 公司獲得新能源運輸基金的支持,於2022年及2023年購買電動輕型貨車。	44	√
	GRI	204: Procurement Practices 2016 採購實務 2016		
3-3	Management of material topics 重要議題管理	CORPORATE GOVERNANCE 企業管治	20-23	√
204-1	Proportion of spending on local suppliers 向當地供應商採購的支出比例	Majority of our spending is on local suppliers 我們大部分的支出都用於本地供應商。	-	√
		GRI 205: Anti-corruption 2016 反貪腐 2016		
3-3	Management of material topics 重要議題管理	CORPORATE GOVERNANCE 企業管治	20-21	√
204-1	Communication and training about anti-	CORPORATE GOVERNANCE 企業管治	22	√
	corruption policies and procedures 有關反貪腐政策和程序的溝通及培訓	Prevention of bribery and Conflict of Interest constitute a major part of our Code of Conduct. Relevant training is conducted regularly.		
	CDL 20	防止賄賂和利益衝突是我們行為守則的重要部分,我們定期進行相關培訓。 6: Anti-competitive Behaviour 2016 反競爭行為 2016		
3-3	Management of material topics 企業名稱	Fair Competition Policy is in place and Guidelines on Exchanging Information and Guidelines on Participation in Trade Associations are provided to relevant employees. 公司設有公平競爭政策,並向相關員工提供交換資料和收集市場情報的指引和參加業界組織的指引。	-	√
		GRI 300: Environmental Topics 環境議題		
		GRI 302: Energy 2016 能源 2016		
3-3	Management of material topics 重要議題管理	ENGAGING WITH STAKEHOLDERS 與持份者溝通 CORPORATE GOVERNANCE 企業管治 ENVIRONMENT 環境	12-19 20-23 42	√
302-1	Energy consumption within the organisation 企業內部的能源消耗量	PERFORMANCE STATISTICS 統計數據摘要 ENVIRONMENT 環境	66-67 44-47	√
302-2	Energy consumption outside of the organisation 企業外部的能源消耗量	MESSAGE FROM GROUP MANAGING DIRECTOR 集團董事總經理獻辭 As mentioned in the Message from Group Managing Director, we have started to look at Scope 3 emissions and we aim to disclose data in this area in our next report. 在集團董事總經理獻辭中提及,我們已開始研究範疇三排放,目標是在下一份報告披露有關數據。	4-5	√
302-3	Energy intensity 能源強度	Energy intensity for 2022 and 2023 were 0.092 GJ/TEU and 0.090 GJ/TEU respectively. 2022年和2023年的能源強度分別為0.092千兆焦耳/標準箱和0.090千兆焦耳/標準箱。	-	√
302-4	Reduction of energy consumption 減少能源消耗	ENVIRONMENT 環境 There was a 11.67% and 13.26% reduction of energy consumption in 2022 and 2023 when compared to previous year respectively 與上一年相比,2022年和2023年的能源消耗分別減少11.67%和13.26%。	44-47	√
302-5	Reductions in energy requirements of products and services 降低產品和服務的能源需求	ENVIRONMENT 環境	44-47	√
		I 303: Water and Effluents 2018 水與放流水 2018		
3-3	Management of material topics 重要議題管理	ENGAGING WITH STAKEHOLDERS 與持份者溝通	12-19	√
303-1	Interactions with water as a shared resource 共享水資源之相互影響	Our water consumption is mainly at staff cafeteria and lavatories. We reduce consumption by installing water efficient taps, promotion and control measures. 我們的用水量主要來自員工餐廳和洗手間。我們通過安裝節水水龍頭、推廣和控制措施來減少消耗。	-	√



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303-4	Water discharge 排水量	Total water discharged in the reporting period was 166,740.89 m³ and 100% was discharged to the municipal waste water system	-	√
000 5	W	報告期內的總排水量為166,740.89立方米,100%排入政府污水系統。	66.67	,
303-5	Water consumption 耗水量	PERFORMANCE STATISTICS 統計數據摘要	66-67	✓
0.0		GRI 305: Emissions 2016 氣體排放 2016	10.10	,
3-3	Management of material topics 重要議題管理	ENGAGING WITH STAKEHOLDERS 與持份者溝通 ENVIRONMENT 環境	12-19 42	√
305-1	Direct (Scope 1) GHG emissions 直接 (範疇一) 溫室氣體排放	PERFORMANCE STATISTICS 統計數據摘要	66-67	√
305-2	Energy indirect (Scope 2) GHG emissions 能源間接 (範疇二) 溫室氣體排放	PERFORMANCE STATISTICS 統計數據摘要	66-67	√
305-3	Other indirect (Scope 3) GHG emissions 其他間接 (範疇三) 溫室氣體排放	The Company has defined the boundary of Scope 3 emissions in the reporting period and will continue to work on it. 公司在報告期內已經確定了(範疇三)排放的邊界,並將繼續相關工作。	-	√
305-4	GHG emissions intensity 溫室氣體排放強度	PERFORMANCE STATISTICS 統計數據摘要	66-67	√
305-5	Reduction of GHG emissions 溫室氣體排放減量	ENVIRONMENT 環境	44-46	√
305-6	Emissions of ozone-depleting substances (ODS) 臭氧層破壞物質 (ODS) 的排放	The Company is no longer using any ozone-depleting substances except two cylinders of BTM which is a fixed fire-fighting installation at our warehouse building.	-	√
		公司已沒有使用任何消耗臭氧層的物質,除了貨倉大樓內固定消防系統內仍有兩 氣缸的BTM。		
305-7	Nitrogen oxides (NOx), sulfur oxides (SOx), and	PERFORMANCE STATISTICS 統計數據摘要	66-67	√
	other significant air emissions 氮氧化物(NOx)、硫氧化物(SOx)·及其他顯著 的氣體排放	Our emission data are in CO2e which have already included these emissions. 我們的排放數據以二氧化碳當量為單位,其中已經包括了這些排放量。		
		GRI 306: Waste 2020 廢棄物 2020		
3-3	Management of material topics 重要議題管理	ENGAGING WITH STAKEHOLDERS 與持份者溝通 ENVIRONMENT 環境	12-19 42	√
306-1	Waste generation and significant waste-related impacts 廢棄物的產生與廢棄物相關的影響	ENGAGING WITH STAKEHOLDERS 與持份者溝通 ENVIRONMENT 環境	12-19 47-48	√
306-2	Management of significant waste-related impacts 廢棄物相關影響之管理	ENVIRONMENT 環境	47-48	√
306-3	Waste generated 廢棄物的產生	PERFORMANCE STATISTICS 統計數據摘要	68-69	√
306-4	Waste diverted from disposal 廢棄物的處置移轉	PERFORMANCE STATISTICS 統計數據摘要	68-69	√
306-5	Waste directed to disposal 廢棄物的直接處置	PERFORMANCE STATISTICS 統計數據摘要	68-69	√
	GRI 308: Supp	plier Environmental Assessment 2016 供應商環境評估 2016		
3-3	Management of material topics 重要議題管理	ENGAGING WITH STAKEHOLDERS 與持份者溝通	12-19	√
		CORPORATE GOVERNANCE 企業管治	23	
308-1	New suppliers that were screened using environmental criteria	CORPORATE GOVERNANCE 企業管治	23	√
	使用環境標準篩選新供應商	A total of 152 new suppliers in Hong Kong have signed and confirmed their compliance with our Supplier Code of Conduct. 香港共有152家新供應商簽署並確認遵守我們的供應商行為守則。		
	Negative environmental impacts in the supply	A total of nine audits have been conducted during the reporting period.		√

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		GRI 400: Social Topics 社會議題		
		GRI 401: Employment 2016 勞僱關係 2016		
3-3	Management of material topics 重要議題管理	ENGAGING WITH STAKEHOLDERS 與持份者溝通 OUR PEOPLE 以人為本	12-19 24	√
401-1	New employee hires and employee turnover 新入職員工和離職員工	PERFORMANCE STATISTICS 統計數據摘要	64-65	√
401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees 提供給全職員工 (不包含臨時或兼職員工) 的福利	OUR PEOPLE 以人為本	24	√
401-3	Parental leave 育兒假	PERFORMANCE STATISTICS 統計數據摘要 All full-time employees are entitled to parental leave. 所有全職僱員均享有育兒假。	64-65	√
	CPI 402			
3-3	GRI 402 Management of material topics 重要議題管理	2: Labour/Management Relations 2016 勞資關係 2016 ENGAGING WITH STAKEHOLDERS 與持份者溝通	12-19	V
0-0	wanayement of material topics 里安藤越長程	OUR PEOPLE 以人為本	24	٧
402-1	Minimum notice periods regarding operational	OUR PEOPLE 以人為本	27-28	√
	changes 關於營運變化的最短通知期	Senior management communicates important business and operational changes or developments to employees via various channels in due course, ranging from weeks to months.		
		Operational changes are communicated as and when necessary while the bi-monthly Joint Consultation Committee (JCC) meeting covers topics of interest of our people. 高級管理層在適當的時候(從幾週到幾個月)透過各種渠道向僱員就重要業務和營運發展進行溝通。		
		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。		
	GRI 403: Oc	ccupational Health and Safety 2018 職業健康與安全 2018		
3-3	Management of material topics 重要議題管理	ENGAGING WITH STAKEHOLDERS 與持份者溝通 HEALTH AND SAFETY 健康及安全	12-19 36-37	√
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	36-37	√
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	36-37	√
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	40-41 32-36	√
403-4	Worker participation, consultation, and communication on occupational health and safety 有關職業健康及安全之員工參與、諮詢與溝通	HEALTH AND SAFETY 健康及安全	36-41	√
403-5	Worker training on occupational health and safety 有關職業健康及安全之員工訓練	HEALTH AND SAFETY 健康及安全	36-41	√
403-6	Promotion of worker health 員工健康促進	OUR PEOPLE 以人為本 HEALTH AND SAFETY 健康及安全	32-36 40-41	√
403-7	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships 預防和減少直接與業務有關的職業健康及安全影響	HEALTH AND SAFETY 健康及安全	36-41	√
403-8	Workers covered by an occupational health and safety management system 職業健康及安全管理系統所涵蓋之工作者	HEALTH AND SAFETY 健康及安全	36	√



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403-9	Work-related injuries 工傷	PERFORMANCE STATISTICS 統計數據摘要	68-69	√
		Number of high-consequence work-related injuries is one in the reporting period.		
		Work-related injuries are mainly slips/sprains and driving related.		
		Number of hours worked is in 2022 and 2023 is 2,851,935 and 2,702,818.5 respectively.		
		All contractor workers are required to observe our health and safety requirements. Work-related injury data of our contractor workers are not applicable to our Company.		
		在報告期內,嚴重的職業傷害的人數為一人。		
		工傷主要以滑倒/扭傷及與駕駛有關。		
		2022年及2023年的工作總時數分別為2,851,935小時及2,702,818.5小時。		
		所有承辦商員工都必須遵守我們的健康和安全要求。我們的承辦商員工的工傷數據不適用於我們公司。		
403-10	Work-related ill health 職業病	No work-related ill health cases during the reporting period.	-	√
		在報告期內,沒有發生因工作引起健康問題的事件。		
	GRI -	404: Training and Education 2016 培訓與教育 2016		
3-3	Management of material topics 重要議題管理	ENGAGING WITH STAKEHOLDERS 與持份者溝通	12-19	√
	·	OUR PEOPLE 以人為本	29-30	
404-1	Average hours of training per year per employee	OUR PEOPLE 以人為本	31	√
	每名員工每年接受訓練的平均時數	PERFORMANCE STATISTICS 統計數據摘要	66-67	·
404-2	Programmes for upgrading employee skills and transition assistance programmes 提升員工職能及過渡協助方案	OUR PEOPLE 以人為本	29-31	√
404-3	Percentage of employees receiving regular performance and career development reviews 定期接受績效及職業發展檢核的員工百分比.	100% of our full-time employees are required to conduct performance appraisal annually.	-	√
		我們100%的全職僱員每年均須接受工作表現評核。		
		sity and Equal Opportunity 2016 員工多元化與平等機會 2016		
3-3	Management of material topics 重要議題管理	ENGAGING WITH STAKEHOLDERS 與持份者溝通	12-19	√
		CORPORATE GOVERNANCE 企業管治	22	
		OUR PEOPLE 以人為本	27	
405-1	Diversity of governance bodies and employees 管治單位與員工的多元化	PERFORMANCE STATISTICS 統計數據摘要 The membership of MB has changed from two males and one female to three males	64-65	√
		during the reporting period. 在報告期內,管理委員會的成員從兩名男性和一名女性變為三名男性。		
405-2	Ratio of basic salary and remuneration of women to men 女性對男性基本薪資與薪酬的比率	Our remuneration and benefits are based on performance, not gender. 我們的薪酬和福利是基於工作績效,而不是性別。	-	√
		GRI 406: Non-discrimination 2016 不歧視 2016		
3-3	Management of material topics 重要議題管理	ENGAGING WITH STAKEHOLDERS 與持份者溝通	12-19	√
3.0		CORPORATE GOVERNANCE 企業管治	20	V
		OUR PEOPLE 以人為本	27	
406-1	Incidents of discrimination and corrective actions taken 歧視個案以及糾正行動		-	√
		occeintion and Collective Paracining 2016 往北白市岛扁鹽坊东 2016		
		ssociation and Collective Bargaining 2016 結社自由與團體協商 2016		
3-3	Management of material topics 重要議題管理	OUR PEOPLE 以人為本	27	√

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
407-1	Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk 可能面臨結社自由及團體協商受影響的營運據點或供應商	There were no operations nor suppliers at risk. Our Joint Consultation Committee (JCC) is a channel for our people to voice out any views and concerns directly to management representatives. For suppliers, they are required to observe our Supplier Code of Conduct.	-	√
		我們沒有任何營運據點或供應商受相關影響。 勞資協商委員會是我們的員工直接向管理層代表表達任何觀點和疑慮的渠道。對於供應商,他們必須遵守我們的供應商行為守則。		
GRI 408: Child Labour 2016 童工 2016				
3-3	Management of material topics 重要議題管理	OUR PEOPLE 以人為本	24	√
408-1	Operations and suppliers at significant risk for incidents of child labour 具使用童工重大風險的營運據點和供應商	There were no operations nor suppliers at risk. All our suppliers are required to observe our Supplier Code of Conduct. 我們沒有任何營運據點或供應商受相關影響,所有的供應商都必須遵守我們的供應商行為守則。	-	√
GRI 409: Forced or Compulsory Labour 2016 強迫或強制勞動 2016				
3-3	Management of material topics 重要議題管理	OUR PEOPLE 以人為本	24	√
409-1	Operations and suppliers at significant risk for incidents of forced or compulsory labour	There were no operations nor suppliers at risk. All our suppliers are required to observe our Supplier Code of Conduct.	-	✓
	具強迫或強制勞動事件重大風險的營運 據點和供應商	我們沒有任何營運據點或供應商受相關影響,所有的供應商都必須遵守我們的供應商行為守則。		
GRI 413: Local Communities 2016 當地社區 2016				
3-3	Management of material topics 重要議題管理	ENGAGING WITH STAKEHOLDERS 與持份者溝通 COMMUNITY INVOLVEMENT 社區參與	12-19 52	√
413-1	Operations with local community engagement,	COMMUNITY INVOLVEMENT 社區參與	52	√
	impact assessments, and development programmes 經當地社區議合、衝擊評估和發展計畫的營運	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。		
	活動	我们在所有个问地和时来物单世纪级备地在2000市水,总在1000年间可以代义符。		
413-2	Operations with significant actual and potential negative impacts on local communities 對當地社區具有顯著實際或潛在負面衝擊的營運活動	There were no significant negative impacts on local communities. 我們對當地社區沒有造成重大負面影響。	-	√
GRI 414: Supplier Social Assessment 2016 供應商社會評估 2016				
3-3	Management of material topics 重要議題管理	CORPORATE GOVERNANCE 企業管治	23	√
414-1	New suppliers that were screened using social criteria 使用社會標準篩選新供應商	CORPORATE GOVERNANCE 企業管治	23	√
		100% of new suppliers of our Corporate Office and HKBU (152 in the reporting period) have signed and confirmed their compliance with our Supplier Code of Conduct.		
		我們公司辦公室和香港業務單位100%的新供應商(報告期內有152間)已簽署並確認 遵守我們的供應商行為守則。		
414-2	Negative social impacts in the supply chain and actions taken	There were no significant negative social impacts in the supply chain.	-	√
	供應鏈中負面的社會衝擊以及所採取的行動	A total of 116 audits have been conducted during the reporting period. 我們的供應鏈沒有產生重大的負面社會影響。 報告期內共進行116次審計。		
	G	GRI 418: Customer Privacy 2016 客戶隱私 2016		
3-3	Management of material topics 重要議題管理	ENGAGING WITH STAKEHOLDERS 與持份者溝通	12-19	√
		CORPORATE GOVERNANCE 企業管治	23	
418-1	Substantiated complaints concerning breaches or customer privacy and losses of customer data 經證實侵犯客戶隱私或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。	-	√
	ATTENDED TO			





Assurance Statement

Modern Terminals Limited ("Modern Terminals") has prepared the Sustainability Report 2022-2023 (hereinafter referred to as "the Report") in accordance with the Global Reporting Initiative Sustainability Reporting Standards 2021 (GRI Standards). The Hong Kong Productivity Council (HKPC) was commissioned by Modern Terminals to provide independent verification¹ of the Report, which covers the sustainability performance of Modern Terminals in terms of environmental, social and economic aspects between 1 January 2022 and 31 December 2023.

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 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 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 Edward Chow Head Carbon and Environmental Excellence Green Living and Innovation Division Hong Kong Productivity Council 23 September 2024



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》2021 (GRI標準)·編寫現代貨箱碼頭可持續發展報告 2022-2023 (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^I。報告涵蓋現代貨箱碼頭由 2022 年 1 月 1 日至2023 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 標準的要求,並概述了現代貨箱碼頭於其主要服務、活動及工作相關的環境、社會及經濟表現。就報告的準確性及可靠性而言,核實過程中所選取作檢查的陳述和數據與所審查的源頭資料一致,且公正地反映現代貨箱碼頭在環境、社會及經濟方面的表現。為編寫報告所採用的數據整理和資料管理系統整體而言是可靠的。

香港生產力促進局線色生活與創新部碳及環境卓越管理主管

用志賢

2024年9月23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 2022-2023 only. The statement was prepared based on HKPC's review of the selected sample of information provided by Modern Terminals during the verification process. HKPC will not accept or assume any responsibility or liability (legal or otherwise) in relation to this verification statement.

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 2022-2023 內的陳述及數據進行核實用途。此聲明乃基於現代貨箱碼頭提供予生產力局所選取作檢查的相關資料,經過審核而得出的結論。生產力局並不負有或承擔任何對於此聲明有關的法律或其他責任。

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

Modern Terminals Limited

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