



企業社會責任報告 CORPORATE SOCIAL RESPONSIBILITY REPORT

1. 本公司

泰昇集團控股有限公司已於一九九一年在香港聯合交易所有限公司上市。

泰昇集團控股有限公司及其附屬公司(「本集團」)在香港、澳門、上海、天津及瀋陽營運，並擁有約1,500名僱員。本集團在香港主要從事地基打樁及在中國從事物業發展、物業投資及管理。

2. 責任理念

本集團在考慮利益相關者的需要、營運對環境的影響及僱員的工作發展下，致力全面履行企業社會責任。企業社會責任理念已融入集團的業務目標。本集團認為其僱員為最寶貴的資源，並將努力為僱員創造安全、和諧的工作環境和廣闊的發展空間。

3. 方法論

本集團的首份企業社會責任報告乃根據香港聯合交易所有限公司於二零一三年頒佈的環境、社會及管治報告指引而編製。本集團已參考同行業的作品並作出了重要性評估，以識別與其營運相關的關鍵績效指標(「關鍵績效指標」)。本集團的關鍵績效指標是根據公司策略及可持續發展的最佳實踐方針之重要性而進行排序。

本集團已從其主要附屬公司之一泰昇地基工程有限公司(「泰昇地基工程」)收集資料，截至二零一五年三月三十一日止財政年度該公司主要從事地基及相關工程(包括地基打樁、地下建築及地下室建設、場地平整、土地勘測、塌方預防及邊坡工程、拆遷以及道路與排水工程)，向公共及/或私營部門提供服務。本集團計劃往後每年在相同期間報告其企業社會責任工作進度。

1. THE COMPANY

Tysan Holdings Limited has been listed on The Stock Exchange of Hong Kong Limited since 1991.

Tysan Holdings Limited and its subsidiaries (the "Group") operate in Hong Kong, Macau, Shanghai, Tianjin and Shenyang and have 1,500 employees approximately. The Group is principally engaged in foundation piling in Hong Kong as well as property development, property investment and management in China.

2. PHILOSOPHY OF RESPONSIBILITY

The Group is committed to fulfilling its corporate social responsibility through taking into account the needs of its stakeholders, the impact of its operations on the environment and provide development opportunities for its employees. The Group has incorporated the concept of corporate social responsibility into its business objectives. It considers its employees are the most valuable resources and will strive to create a safe and harmonious working environment and opportunities for development for them.

3. METHODOLOGY

The first corporate social responsibility report of the Group is prepared in accordance with the Environmental, Social and Governance Reporting Guide issued by The Stock Exchange of Hong Kong Limited in 2013. The Group has reviewed industry peer's work and conducted a materiality assessment to identify Key Performance Indices ("KPIs") which are relevant to its operations. KPIs are ranked to determine the most material impacts according to its corporate strategy and best practice sustainability guidelines.

The Group has collected data from one of its key subsidiaries, Tysan Foundation Limited ("Tysan Foundation") which is principally engaged in foundation and related works including foundation piling, substructure and basement construction, site formation, ground investigation, landslip preventive and slope works, demolition as well as road and drainage works for public and/or private sectors during the financial year ended 31 March 2015. The Group intends to continue to report its corporate social responsibility work progress for the same period on an annual basis going forward.

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4. 工作環境質素

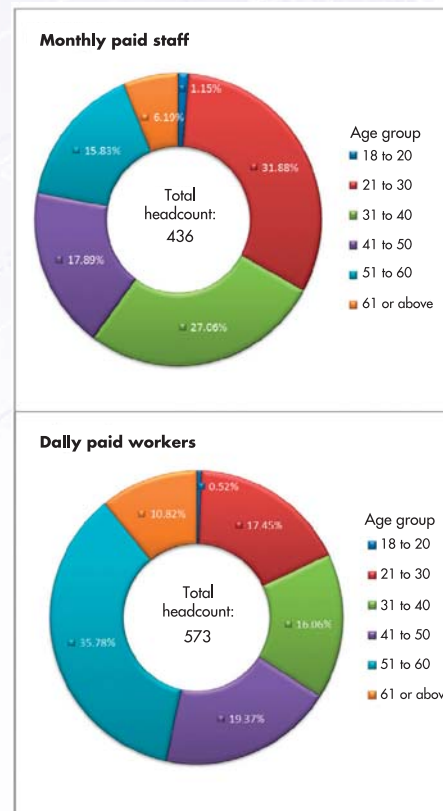
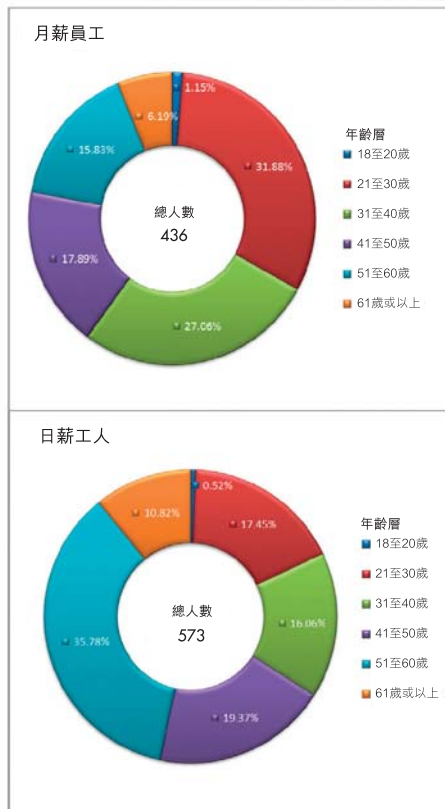
泰昇地基工程甚為重視員工發展。於二零一五年三月三十一日，泰昇地基工程有逾1,000名僱員在香港從事地基及相關工程，其中約43%為月薪員工及約57%為日薪工人。年齡層分佈如下：

截至二零一五年三月三十一日止年度的年齡層分佈

4. WORKPLACE QUALITY

Tysan Foundation places a strong emphasis on workforce development. As at 31 March 2015, over 1,000 employees of Tysan Foundation in Hong Kong were involved in the foundation and related works, with about 43% monthly paid staff and about 57% daily paid workers. Their age group distribution was as follows:-

Age Group distribution for the year ended 31 March 2015



二零一四年，建造業勞動力市場競爭相當激烈。由於地基部門的業務營業額增加，員工總數亦有增加。於回顧期內，月薪及日薪員工數目增長率達19.78%及23.49%。月薪員工及日薪員工的僱員流失比率分別為0.46%及0.35%。

The labour market for the construction industry was highly competitive in 2014. As the business turnover of the Foundation Division increased, its headcount also increased. During the period under review, the number of monthly paid staff and daily paid workers increased by 19.78% and 23.49% respectively. Its employee turnover rate was 0.46% for monthly paid staff and 0.35% for daily paid workers.



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泰昇地基工程已在所有重大方面遵守其開展業務所在司法權區的相關法律及法規。其僱員手冊載有賠償及解僱、招聘、工作時間、休假政策、利益衝突、知識產權、私隱及資料保密性、貪污受賄以及其他利益及福利方面的詳細條文。泰昇地基工程將誠實、正直及公正視為核心價值而必須於任何時候得到全體董事、高級職員及僱員的堅持履行。泰昇地基工程的董事並不知悉任何與平等機會、童工或被迫勞役相關的違法或違規情況的存在。

於回顧期內，本集團已採納舉報政策以及反賄賂及反貪污政策，適用於全體董事、高級職員、僱員、代理、代表及代本集團行事的其他人士。泰昇地基工程的董事並無接獲任何貪污事件的報告。

員工通過一套結構性績效考核制度獲得獎勵其表現及貢獻。泰昇地基工程重視僱員意見，並鼓勵員工可藉定期考核向直接主管提出建議、提問或匯報潛在犯罪事件。

5. 健康及安全

泰昇地基工程致力為僱員及可能受其建造活動影響的其他人士提供健康安全的環境。所有活動均維持高水平的健康及安全標準至為重要，優先於所有其他考慮因素。充足及適當的資源已提供以推行健康及安全政策同時確保與健康及安全有關的所有現行法規及任何合約規定在所有重大方面得到遵守。

泰昇地基工程的項目經理、安全經理、地盤監督人員及一線員工代表會於每月舉行的安全會議期間討論安全問題。鼓勵僱員於會議上或有必要時與管理層交流安全問題。此外，由於安全為選擇承包商過程中的一項重要標準，故分包商須遵守泰昇地基工程的健康及安全規定。

Tysan Foundation has complied with relevant laws and regulations in the jurisdictions in which it conducts business in all material aspects. Its Employee Handbook has detailed provisions for compensation and dismissal, recruitment, working hours, leave policy, conflict of interest, intellectual property rights, privacy and confidentiality of information, bribery and corruption, and other benefit and welfare. Tysan Foundation regards honesty, integrity and fair play as its core values that must be upheld by all directors, officers, and employees at all times. The directors of Tysan Foundation are not aware of any breach of legislations or non-compliance related to equal opportunities, child labour or forced labour.

During the period under review, the Group has adopted the Whistleblowing Policy and Anti-Bribery and Anti-Corruption Policy which are applicable to all directors, officers, employees, agents, representatives and other persons acting on behalf of the Group. The directors of Tysan Foundation did not receive any reports on incidents of corruption.

The performance and contribution of staff are awarded by a structured performance appraisal system. Tysan Foundation values the opinions of its employees and staff are encouraged to make suggestions, ask questions or report potential offensive incidents to their direct supervisors through regular appraisal.

5. HEALTH AND SAFETY

Tysan Foundation is committed to providing a healthy and safe environment for its employees and other people who may be affected by its construction activities. Maintaining high standards of health and safety for all its activities is the prevailing consideration over all other factors. Adequate and appropriate resources are provided to implement health and safety policy to ensure all the prevailing legislation and any contractual requirement relating to health and safety are complied with in all material aspects.

Project managers, safety managers, site supervisors and front-line staff representatives of Tysan Foundation would discuss safety issues at the monthly safety meeting. Employees are encouraged to communicate with the management on safety issues during the meeting or as necessary. In addition, subcontractors are required to comply with health and safety requirements of Tysan Foundation as safety is an important criterion in the contractor selection process.

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截至二零一五年三月三十一日止年
度的職業健康與安全數據

死亡人數	0
工作日損失率	每平均人工日2.8天
可記錄事故率	每平均人工日0.07宗

儘管於部分情況下事故是不可避免，但泰昇地基工程將繼續在不同方面作出巨大努力，保障僱員的健康及安全。

於回顧期內，地基部門改良焊工安全服的材料及設計。改良措施獲香港建造商會廣泛認可，泰昇地基工程因此獲頒發「創意工程安全獎2014」銀獎證書。泰昇地基工程亦通過運用雙層鋼材識別標籤改裝吊具辦別掛牌，提高了對建築工地吊具的安全管理。此項成果獲香港建造商會廣泛認可，泰昇地基工程因此獲頒發「創意工程安全獎2014」優秀獎證書。

泰昇地基工程亦獲香港品質保證局頒發OHSAS18001:2007證書，同時遵守了職業健康與安全管理系統的規定。泰昇地基工程亦為職業安全健康局的綠十字會會員，並致力提高職業安全與健康標準。

6. 發展及培訓

泰昇地基工程為員工逐步增加培訓及發展，並促進勞工安全及健康。此外，泰昇地基工程贊助其員工進行持續培訓以滿足業務需求以及保持其行業資格。於回顧期內，除地基工程部門不時提供培訓外，我們有約15%的僱員(255名僱員參加合約共3,000小時的培訓)參加有關品質、環境、健康與安全及管理方面的外部培訓。

Occupational health and safety data for the year ended 31
March 2015

Fatalities	0
Lost Days rate	2.8 days per average man day
Reportable Accident rate	0.07 number per average man day

Though accidents are inevitable on some occasions, Tysan Foundation will continue its efforts to protect employees' health and safety in different aspects.

During the period under review, the Foundation Division enhanced both materials and design of the safety uniform for welders. The enhancement was well recognized by the Hong Kong Construction Association and Tysan Foundation received a Certificate of Silver Award in the "Innovation Safety Initiative Award 2014". Tysan Foundation also modified the identification tag for lifting gears by implementing a double-deck steel identification tag, which improved the safety management for lifting gears in the construction sites. The effort was well recognized by the Hong Kong Construction Association and Tysan Foundation had received a Certificate of Merit Award in the "Innovation Safety Initiative Award 2014".

Tysan Foundation had also been awarded by the Hong Kong Quality Assurance Agency with OHSAS18001:2007 certificate and complied with the requirements of occupational health and safety management system. Tysan Foundation is also a Green Cross Group member of the Occupational Safety and Health Council and is determined to improve the standard of occupational safety and health.

6. DEVELOPMENT AND TRAINING

Tysan Foundation strives to enhance the training and development of its workforce progressively and promote the safety and health of those at work. Furthermore, Tysan Foundation sponsors its employees to pursue continuous training to meet the business needs and to facilitate them to maintain their industry's qualification. During the period under review, in addition to training provided by the Foundation Division from time to time, about 15% of our employee (255 employees attended a total of about 3,300 hours) of external training on quality, environment, health and safety and management related areas.



7. 環境保護

泰昇地基工程致力於持續改進其能源管理系統及提高能源效率。為遵守其與營運相關的適用法律及其他規定，泰昇地基工程提供一切所需資源及資料以滿足其能源目標及宗旨。

泰昇地基工程的能源宗旨是透過將公屋項目的挖掘起重機柴油消耗量降低3%，以提高相對於基準線的能源表現。

截至二零一五年三月三十一日止年度的能源及材料消耗量

總部的電力消耗量	每平方英尺 9.8 千瓦時
建築工地的柴油消耗量	每個單位 營業額0.004 升
總部的紙張消耗量	每平方英尺 3.0 港元

我們已採取技術及行政措施以減少項目地點及總部辦公室的能源消耗及資源消耗。於採購及設計新產品或服務時，我們已計及能源利用水平。泰昇地基工程已採用文件管理系統以便於電子存儲及分享文件，從而減少紙張使用。

在建築工地，泰昇地基工程亦尋求於環保方面改善其營運，並最終盡量減少甚至防止其營運、業務、產品及服務對環境產生任何影響。我們已開發及應用環境管理系統，用於識別導致或可能導致污染的材料、流程、產品及廢物。重要的環保方面，如材料過多、施工噪音、灰塵排放、污水、建築廢物、化學廢物及紙張的使用已被識別。

於回顧期內，我們已採取多種措施以降地地基工程過程中產生的廢物、噪音、灰塵及水質污染：

- 採用隔音罩降低噪音工程產生的噪音
- 在履帶式起重機上安裝洗滌器以減少排出廢氣

7. ENVIRONMENT PROTECTION

Tysan Foundation is committed to continuous improvement in its Energy Management System and energy efficiency. In order to comply with the applicable legal and other requirements related to its operations, Tysan Foundation provides all necessary resources and information to meet its energy targets and objectives.

Its energy objective is to enhance the energy performance against the baseline by reducing the diesel consumption rate by 3% for excavation cranes in public housing projects.

Energy and material consumption for the year ended 31 March 2015

Electricity consumption of the head office	9.8 kWhs/sq ft
Diesel consumption for construction sites	0.004 Litre/Turnover
Consumption of paper of head office	HK\$3.0 per sq ft

Both technical and administrative measures have been implemented to reduce energy consumption and resources consumption in the construction sites and head office. Energy efficiency level was taken into consideration when Tysan Foundation considered procurement and design of new products or services. Document Management System has been used to facilitate electronic storage and sharing of documents resulted in reducing the use of paper.

At the construction sites, the Tysan Foundation also seeks to improve its operation on environmental protection and, ultimately, minimize or even prevent any environmental impacts of its operations, activities, products, and services. Environmental Management systems has been developed and implemented for identifying materials, processes, products and wastes that cause or may cause pollution. Significant environmental aspects such as excessive materials, construction noise, dust emission, waste water, construction wastes, chemical waste and use of paper have been identified.

During the period under review, various measures have been undertaken to mitigate the extent of waste, noise, dust and water pollution produced during foundation works:

- Noise enclosure for mitigating noise generated by noisy works
- Water scrubber installed on crawler crane to mitigate exhaust fume

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- 污水經過全面降沉系統處理後，重新用於地基打樁工程
- 鋼材、水泥及岩石廢料重新利用

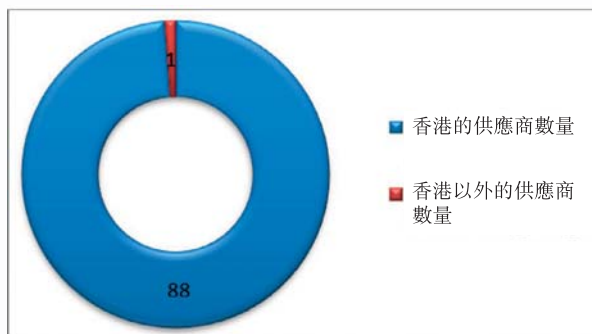
鼓勵在建築工地使用可再生能源，如太陽能燈、太陽能風扇、太陽能熱水器以及利用剩餘的水泥製成預製混凝土板作日後用途。

於實施一系列環保政策後，泰昇地基工程獲香港品質保證局授予 ISO9001:2008、ISO14001:2004 及 ISO50001:2011 證書，確認泰昇地基工程已遵守質量管理、環境管理及達到能源管理體系標準。

8. 運營實踐

由於採購使用能源的產品、設備及服務且該等項目可能會對其能源表現造成重大影響，泰昇地基工程已就評估計劃或預期經營期限內的能源利用、消耗及效率制定標準。所有採購流程均由採購部處理，採購部根據指定要求選擇最適的供應商。我們已進行定期審核以確保採購流程有序進行。

供應商的地理位置



在高效率及有效運營的同時遵守所有相關標準的規定、條例、法律及法規規定及行為準則，泰昇地基工程嚴格遵循 ISO 9001 質量管理體系，以確保所有程序均根據合約規定執行、提供有效及可靠服務。質量管理體系的有效性獲持續審核及監管，而執行質量管理的員工會被安排適當的培訓。

- Waste water was reused after treatment using comprehensive sedimentation system for piling works
- Steel materials, concrete and rock wastes were reused

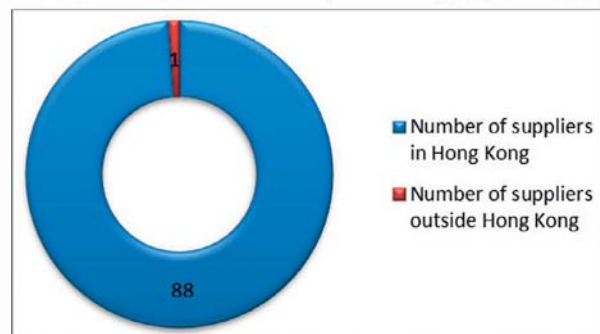
Renewable energy such as solar light, solar fan and solar energy water heater, as well as developing precast concrete slabs by using the remaining concrete for future use were encouraged to be used at construction sites.

Following the implementation of a series of environmental protection policies, Tysan Foundation was awarded ISO9001:2008, ISO14001:2004 and ISO50001:2011 certificates by the Hong Kong Quality Assurance Agency, confirming that Tysan Foundation has complied with the requirements of quality management, environmental management and attained the energy management system standard.

8. OPERATION PRACTICES

Tysan Foundation has defined criteria for assessing energy use, consumption and efficiency over the planned or expected operating lifetime when procuring products, equipment and services that use energy where such items are likely to significantly affect its energy performance. All procurement processes are handled by the Procurement Department which selects the most suitable suppliers according to the specified requirements. Regular reviews have been conducted to ensure the procurement processes are in order.

Geographical location of suppliers



In order to operate in an efficient and effective manner while complying with the requirements of all relevant standards, ordinance, statutory and regulatory requirements and codes of conduct, Tysan Foundation follow ISO 9001 Quality Management System strictly to ensure all processes are executed in accordance with the contract requirements, effective and reliable services are provided. The effectiveness of the Quality Management System is being constantly reviewed and monitored while appropriate training is given to staff who perform quality management.

9. 社區參與

泰昇地基工程關心社區尤其是青年的長期發展。十多年來，泰昇地基工程與非牟利組織「協青社」建立牢固的夥伴關係。泰昇地基工程持續向協青社作出慈善捐贈、參與籌款活動、義工活動及向其提供技術培訓服務。

泰昇地基工程的僱員可參與其休閒俱樂部組織的一系列休閒活動。該等活動包括燒烤、球類運動、年度員工旅行、年度聚餐及龍舟比賽，有助於建設團隊精神及提升對泰昇地基工程的歸屬感。

此外，泰昇地基工程已開發一項康復計劃，為受傷的建築工人提供緊急及適當的專業治療，令受傷工人可盡快康復及回到工作崗位。

9. COMMUNITY INVOLVEMENT

Tysan Foundation cares about the community, in particular the long-term development of the youth. For over a decade, Tysan Foundation has established a solid partnership with "Youth Outreach", which is a non-profit making organization. Tysan Foundation has given continuous charitable donations, participated in fundraising activities, volunteer activities and provided skills training services to Youth Outreach.

Tysan Foundation's employees may participate in a series of leisure activities organized by its Recreational Club. Such activities include barbecue, ball games, annual staff travel and annual dinner, dragon boat racing which help building the team and a sense of belonging to the Tysan Foundation.

Furthermore, Tysan Foundation has developed a rehabilitation scheme, which provides injured construction workers with immediate and appropriate specialized medical treatment, so that they may recover and re-join the work force as soon as possible.