

# 2019 Sustainable Development Results & Highlights



English versions of the “2019 Sustainable Development Results & Highlights” are now available and posted on the departmental notice boards. You may now browse or download the report highlights from Company website [www.has.com.hk](http://www.has.com.hk) or through intranet [hashome.has.com.hk](http://hashome.has.com.hk).

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ENVIRONMENTAL PERFORMANCE	Unit	2019
<b><u>Greenhouse Gas (GHG) Emissions</u></b>		
Direct Carbon Dioxide Emissions (Scope 1)	Tonnes	9007.91
Indirect Carbon Dioxide Emissions (Scope 2)* <sup>1</sup>	Tonnes	1508.48
Other Carbon Dioxide Emissions (Scope 3)	Tonnes	11.04
<b>Total GHG Consumption (Scope 1, 2 &amp; 3)</b>	<b>Tonnes</b>	<b>10527.43</b>
<b>Total GHG Emission Intensity</b>		
Carbon intensity	kg CO <sub>2</sub> e / ATM	56.60
<b><u>Water Consumption</u></b>		
Total Municipal Water Consumption	m <sup>3</sup>	14798.52
Total Water Discharged *	m <sup>3</sup>	14798.52

ENVIRONMENTAL PERFORMANCE	Unit	2019
<b><u>Waste Management</u></b>		
Disposal Materials		
Industrial / Commercial Waste / General Refuse	kg	32954
<b>Total Waste to Landfill</b>	<b>kg</b>	<b>32954</b>
<b>Recycled Materials</b>		
Paper recycled	kg	34580
Plastic recycled	kg	1378
Aluminum recycled	kg	860
<b>Total Recycled Amount</b>	<b>kg</b>	<b>36818</b>

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SOCIAL PERFORMANCE	Unit	2019
<b><u>Total workforce</u></b>		
<b>By Type of Employment</b>		
Total Permanent Employee	number	2594
Fixed Term and Temporary Contract Employees	number	107
<b>Total Employee</b>	<b>number</b>	<b>2701</b>
<b>By Gender</b>		
Male Staff	number	2325
Female Staff	number	376
<b>By Age Group</b>		
Under 30 years old	number	454
30 and under 50 years old	number	1248
50 and over years old	number	999

SOCIAL PERFORMANCE	Unit	2019
<b><u>Occupational Health &amp; Safety</u></b>		
Total Fatalities	number	0
Lost Time Injuries	number	86.00
Lost Days due to Injuries	days	14917
Lost Time Injury Rate *2		1.98
Lost Day rate *3		343.74
<b><u>Training and Education</u></b>		
Average Hours of Training per Employee	hours	77.42
Level 1	hours	80.87
Level 2	hours	25.64
Level 3	hours	10.39
Level 4	hours	0.00
Convicted Case of Corruption	case	0.00

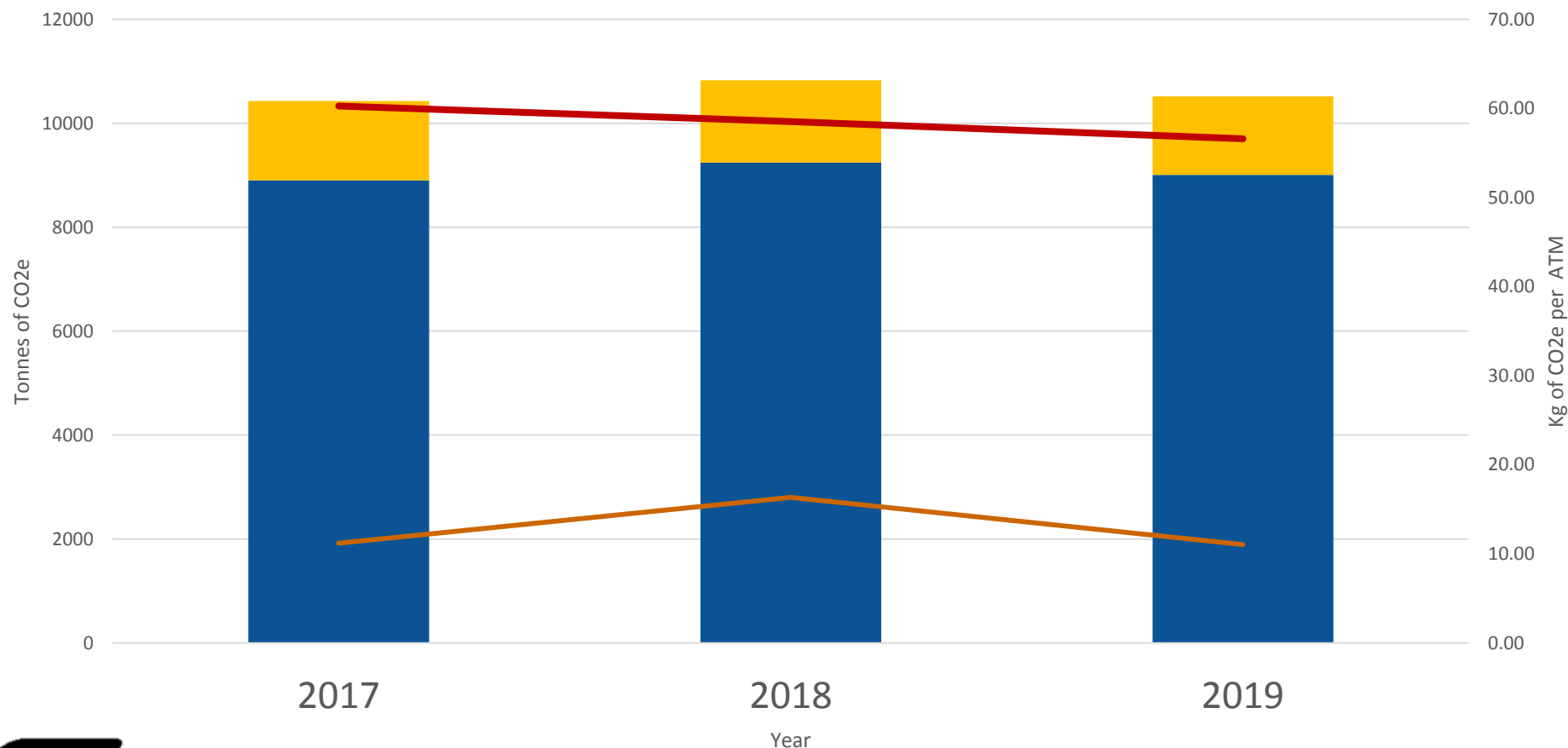
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## Note and definition\*

1. The electricity consumption in Cathay City, Cathay Dragon House and Cathay Pacific Cargo Terminal are excluded due to changes in the data collection system.
2.  $\text{Lost Time Injury Rate} = \text{Total injuries} / \text{Total Hours Worked} \times 200,000^*$ . (\*This represents rate per 100 employees, based on 40 hours per week for 50 weeks a year.)
3.  $\text{Lost Day Rate} = \text{Total Days Lost} / \text{Total Hours Worked} \times 200,000^*$ . (\*This represents rate per 100 employees, based on 40 hours per week for 50 weeks a year.)
4. (\*) Numbers are estimated.

## HAS Carbon Emission Attribute 2017 - 2019



In 2019, HAS generated Greenhouse Gas Emission of 10,527.43 tonnes of carbon dioxide equivalent (CO2e).

Total GSE fuel consumption in 2019 was 3.32 million litres, representing a 3.92% year-on-year decrease in total carbon emissions.



■ Burning fossil fuel (scope 1)
 ■ Purchased electricity (scope 2)
 — Business travel by air (scope 3)
 — Intensity



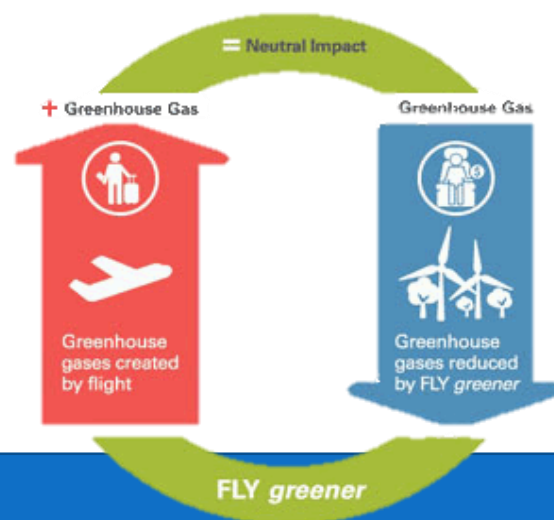
Single Use Plastic strategy 3  
year timeline 2020 – 2022

➤ Rain bag  
for loading  
paper &  
TMR

➤ Change  
the  
packing  
of  
uniform



NO STRAW @ RG 409  
HAS Canteen

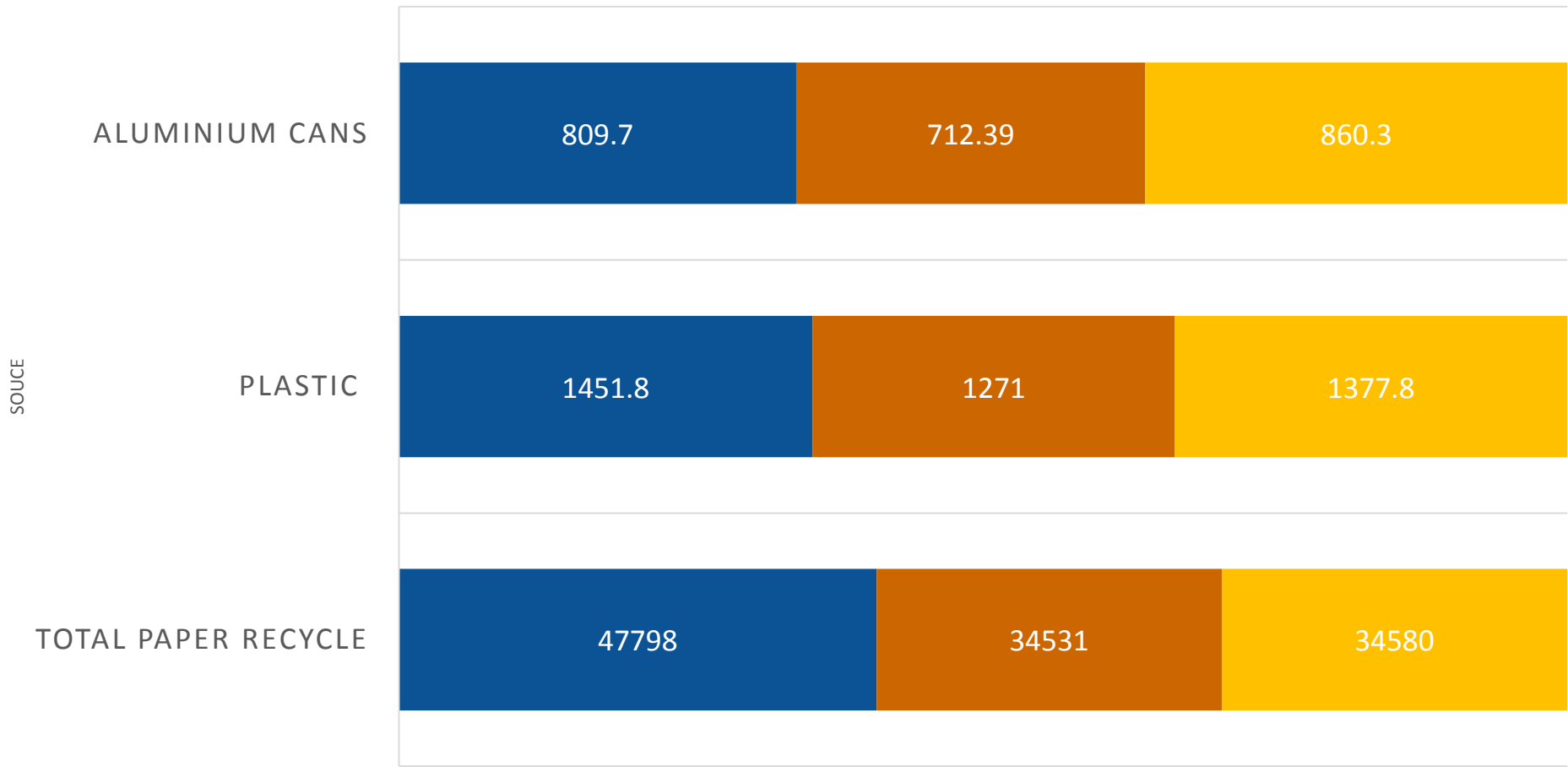


Fly Greener

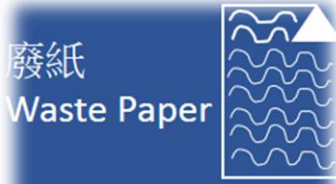
Offset 11.04 tonnes of carbon  
dioxide from staff duty travel.

## HAS RECYCLING PERFORMANCE 2017-2019

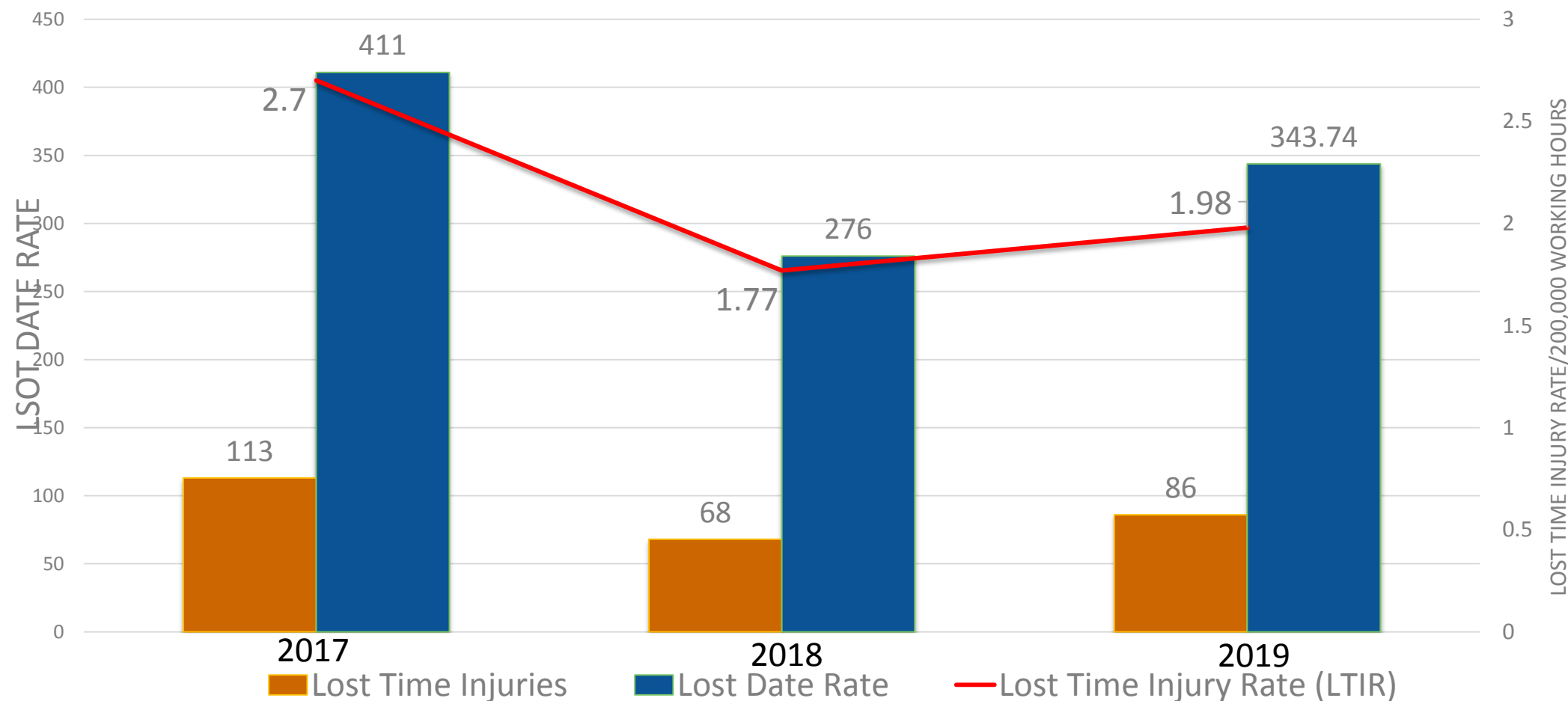
■ 2017 ■ 2018 ■ 2019



In 2019, HAS waste management system recorded a total of 36,818.1 kilogrammes for recycling.



## 2017-2019 Safety Performance in HAS



In 2019, there were a total of 86 Lost Time injuries reported.

The Lost Time Injury Rate (LTIR) increased from 1.77 in 2018 to 1.98 in 2019.





# Occupational Health & Safety





# Our People



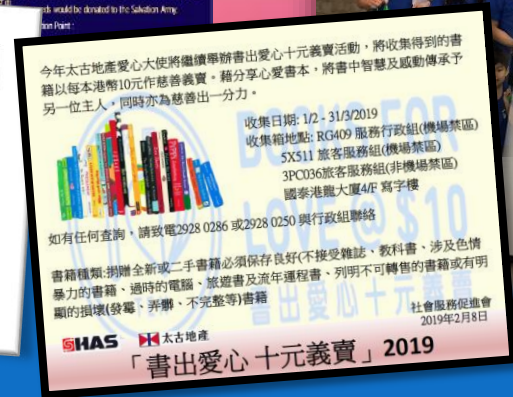
In 2019, HAS continued the “On-the-Job Coaching” Training Programme for new joiners at frontline departments and E-Learning Management System was launched.

Manpower Developer Award Scheme, ERB





# Our People



- 2019 External Awards
- ❖ Caring Company (15 Years Plus)
  - ❖ AA CSEP Presentation – 2 corporate awards and 17 staff awards
  - ❖ Airport Safety Recognition Scheme - 23 staff awards
  - ❖ HKACE Award Presentation – 4 staff awards

**2019 優質顧客服務頒獎典禮**  
Customer Service Excellence Programme Award Presentation





# Our People

## 《春日綠悠悠，閒情寫意大嶼遊》



## Staff Activities

- ❖ CNY Lion Dance & God of Fortune
- ❖ Company Outings
- ❖ Summer Movie Nights
- ❖ Fruit Day
- ❖ Herbal Tea/Hot Drinks/Iced Water/Ice-Cream/Muffins & Cakes Sharing
- ❖ Thank You parties in all sections