

俊和 CHUN WO's
SUCCESS STORY

將軍澳 - 藍田隧道
將軍澳交匯處及相關工程

Tseung Kwan O - Lam Tin Tunnel
Tseung Kwan O Interchange and Associated Works

俊和 Chun Wo's Success Story

技術與人才結合：將軍澳 — 藍田隧道 — 將軍澳交匯處及相關工程

A Tacit Combination of Technology and Talent : Tseung Kwan O – Lam Tin Tunnel – Tseung Kwan O Interchange and Associated Works

儘管每一個人對「成功」的定義都不盡相同，但我們同樣都嚮往「成功」，並期望從每一個成功故事，尋找值得探究及學習的要素。一系列有關俊和人、事、物的成功故事也許能令我們有所啟發。今期我們於「將軍澳—藍田隧道—將軍澳交匯處及相關工程」（「將軍澳交匯處」）的建造過程、箇中的挑戰及團隊的解決方法，了解其成功之處。

工程於2018年1月展開，由於整個工地處於將軍澳對出海面，工程團隊需事先因應獨特的地理位置以及將會面對的天氣因素等限制，仔細去考慮預製件的裝嵌方法，從而提出配合的施工優化方案。

Although “success” could have different meanings for different people, we all yearn for “success” and hope to discover the key elements underneath that are worth studying and learning from each success story. Perhaps we can also gain some insights from a series of success stories related to the people, events and things of Chun Wo. In this issue of newsletter, we will be able to discover the keys to success from the construction process, underlying challenges and solutions adopted by the project team of “Tseung Kwan O – Lam Tin Tunnel – Tseung Kwan O Interchange and Associated Works”.

The project started in January 2018, and since the whole construction site was in the waters off Tseung Kwan O, the project team needed to carefully take into account the erection methods of precast segments according to the site's unique geographical location and potential constraints, such as the weather conditions, prior to project commencement and then came up with an optimised construction plan.

團隊運用了三種不同的裝嵌預製件方法，包括：可移動懸掛式橫樑、可移動吊架及桁架樑。

Movable Hanging Beam, Movable Lifting Frame and Truss Girder have been used to erect different segments.



海上作業的難題

The Formidable Challenges of Marine Operations

對於成功解決海上作業的一大難題，陳鴻志表示全靠團隊努力與各方溝通和協調。

Regarding the successful solution of a major problem in marine operations, Patrick said that it relies on the team to communicate and coordinate with all parties.



全海上作業首要困難是人力、物料和機械的交通運輸。人力於陸地與海上的交通安排算是較為容易，但機械及建築材料就相對困難，因為將軍澳沿海一帶是公共休憩地方，並沒有道路供大型車輛使用。負責該項目建造工程經理陳鴻志先生（Patrick）表示工程團隊在投標階段已努力在香港各處尋找適合的碼頭，希望可以透過水路運送機械及建築材料。「雖然位置最方便的碼頭被別個工程承辦商取用，但最終在團隊努力與各方溝通和協調下，終成功得到海事處批准，可利用項目對岸位於柴灣的公共碼頭，利用船隻運送所需機械及物料運送到工地。」

The first and foremost challenge of marine operations for the project is to handle the transportation of manpower, materials and machinery. Although the land and water transportation of manpower is relatively easy to arrange, there is a public recreational area along the waterfront of Tseung Kwan O without any existing roads for the large vehicles, making the transportation of machinery and construction materials very hard to handle. Mr. Patrick Chan, Construction Manager was in charge of the construction, said that at the tendering stage the project team had strived to look for a suitable pier across Hong Kong, hoping to arrange water transportation for shipping the machinery and construction materials. "The most convenient pier was being used by other contractors. Nonetheless, we finally obtained the approval from Marine Department through our team's great efforts in communicating and coordinating with different parties. Hence, the public pier in Chai Wan, opposite bank to the project site, could be used to transport the required machinery and materials to the construction site by ships."



將軍澳 — 藍田隧道項目俯瞰圖

Aerial view of Tseung Kwan O –
Lam Tin Tunnel project

在建築材料儲存空間方面，由於附近的陸地亦需要同時進行「將藍隧道」的其他工程，工程團隊並沒有任何地面空間儲存建材。為此，團隊需要準確預測工程進度，在適當時間將預製組件從廠房運送到香港，避免囤積材料。他們亦提出了替代方案，可以將部分材料存放在已完成的橋面上。成功解決兩大難題，為Patrick與團隊打下強心針。

With regard to the storage spaces for construction materials, since the lands near the site also needed to be used for undertaking other projects related to the TKO-LT Tunnel, there was no space for storing construction materials on the ground for the project. As such, the project team needed to accurately forecast the project progress and arrange the transportation of precast segments from the fabrication yard to Hong Kong in order to avoid piling up materials. The team also proposed an alternative plan, which was to put some of the materials on the surface of the completed portion of the bridge. At last, two major problems were successfully overcome, giving Patrick and the team a confidence boost.



面對棘手設計 唯靠準確計算

Precise Calculation is Paramount when Dealing with Thorny Designs

其次是由於項目需要駁回原有的將軍澳道路，為減低對附近環境造成的影響，交匯處的其中一條大橋上採用了44米的絕對最小曲線半徑(R1)，將行車速度設定為50公里/小時，除了能縮小施工範圍，更令大橋成為世界「採用雙臂澆築法建造最彎曲的海上高架橋」之一。

As the project involved reconnections with the original roads in Tseung Kwan O, the Engineering Conforming design adopted the absolute minimum radius of curve (R1) that is at 44m for the Design traffic speed at 50km/hr at one of the bridges of the interchange to narrow the construction area so as to minimise the impacts on the surrounding environment. The bridge has also become one of the most curved marine viaducts constructed by way of "Balanced Cantilever Method" in the world.

工程於將軍澳對出海面進行。

The project is underway in the waters off Tseung Kwan O.





團隊正在興建彎橋。
The team is building the curved bridges.

在技術上來說，工程團隊需要於大約280米乘280米的空間內興建七條海上橋樑，總長度達1.2公里，並牽涉三條彎橋，包括絕對最小的曲線半徑(R1) 44米、絕對最小的曲線半徑(R2) 68米及正常最小的曲線半徑(R3) 88米。當中以興建(R1) 44米的彎橋難度最高，因為這是目前世界上建造橋樑時可採用的最大彎度，加上七條橋樑的分佈縱橫交錯，團隊在興建每一條橋樑時都需要精確的計算及專業的技術，務求精準地完成工程。因此，團隊採用了建築信息模擬技術（BIM），預視不同的施工狀況，適時調整，並在有限的工作空間內維持安全的工作環境。

On the technical front, the engineering team needed to construct seven marine viaducts making up a total length of 1.2km within a region of 280m x 280m. In addition, the project comprised three curved bridges with an absolute minimum radius of curve (R1) of 44m, an absolute minimum radius of curve (R2) of 68m and a normal minimum radius of curve (R3) of 88m. We found it most difficult to build the (R1) 44m curved bridge as this is currently the highest curve that can be adopted in bridge construction around the world. Furthermore, the intertwining distribution of the seven bridges added complication and when building each of them, the team needed to rely on precise calculation and professional technologies to complete the task in the most accurate manner. As such, the team adopted the Building Information Modelling (BIM) technology to preview the construction conditions, undertake timely adjustments and maintain safe working environment in limited space.

應對地理變化 作靈活技術調整

Flexible Technological Adjustments to Cope with Geographical Changes

海上作業常遇到不穩定狀況，加上將軍澳交匯處的橋樑互相重疊，高度只相隔數米，實際施工範圍有限，項目團隊在大橋組件的裝嵌方法上都下了一番苦工改良，並於橋樑不同位置靈活運用三項裝嵌方法。

為配合橋身弧度、斜度及橋墩空間限制，團隊與俊和子公司香港歐維姆工程合作設計並特別訂造了一款適合在該現場施工的可移動懸掛式橫樑（Movable Hanging Beam），作為裝嵌預製件的方法之一。其優勢在於較其他機械輕型和細小，既可降低臨時建築荷載對橋樑的負擔，又能減少在裝嵌預製件期間造成變形或導致已裝嵌預製件移位。吊運組件時的擺動。而運作時需要起重船配合，將組件從上而下吊運到適當裝嵌位置。團隊為保障同事們的人身安全，特意揀選浮式起重機（Crane Barge）作業，大大提升海上作業的穩定性。

Marine operations always needed to face the situation of instability, and coupled with the overlapping nature of bridges at Tseung Kwan O Interchange plus a height limit only at several metres and limited construction working space, the project team worked extremely hard on the erection of bridge segments, through upgrading and flexibly adopting three segment erection methods at different locations of the bridges.

To meet the requirements of bridge curve and inclination as well as the space limitation of bridge piers, the team cooperated with Chun Wo's subsidiary HKOVM Engineering to design the bespoke Movable Hanging Beam, making it feasible to operate at the site. This new design was also lighter and smaller than other machines, which helped reduce temporary construction load acting on the bridges and minimise undue deflection and movement of the partial erected bridge structure during segments erection. Such operation required the help from floating cranes to carry out top-down segment lifting to appropriate erection locations. For the safety of colleagues, the project team also chose to use Crane Barge, substantially enhancing the stability of marine operations.

在分段橋樑施工中使用懸掛式橫樑需要浮式起重機配合，但由於預計目前市場上可能無法提供合適尺寸和容量的浮式起重機，因此團隊便設計及訂製了一款可移動吊架（Movable Lifting Frame）作為裝嵌預製件的替代方案。俊和曾於蓮塘/香園圍口岸工程中採用可移動吊臂車建設橋樑，但此項目的施工環境與蓮塘工程完全不同，因此從投標開始，Patrick便已構思了一個獨特的可移動吊架，按照將軍澳交匯處工程的橋樑特點裝嵌橋跨組件，令預製件能順利完成裝嵌。

最後，由於末端橋跨組件（End Span Segment）不能再採用雙臂澆築法建造，團隊需要運用桁架樑（Truss Girder）去裝嵌最後的橋跨組件。是次項目利用經特別設計的桁架將組件吊到適當位置，團隊刻意減輕了桁架的重量，以符合合約上重量少於300噸的要求，從而避免導致由相鄰承建商在連接位置所建造的橋墩超載。

The use of Hanging Beam for segmental bridge construction requires the use of appropriate marine crane barges, the team anticipated that there might not be available and suitable size and capacity of crane barges in the current market. Therefore, the team had to design another bespoke Movable Lifting Frame as an alternative for segment erection. Chun Wo had previously used the Movable Lifting Frame in its bridge construction project at Liantang/ Heung Yuen Wai Boundary Control Point, but the construction landscape was completely different from our project this time. With this in mind, Patrick had already designed a unique movable lifting frame since the tendering process. This frame had made it possible for the erection of bridge span segments based on the features of bridges at Tseung Kwan O Interchange, hence achieving a smooth assembly of precast components.

Finally, as the end span segment could not be constructed by the Balanced Cantilever Method, the team performed the assembly of the last span segment with a truss girder, specially designed for lifting the segment to an appropriate position. The team also reduced the weight of the truss girder so as to match with the contract's requirement of less than 300 ton in self weight so that it would not overload the interface piers constructed by adjacent contractors.





陳鴻志合力與團隊應對困難，並表示只要堅持，總能達成目標。

Patrick worked with the team to deal with various difficulties, and said that as long as you press on, you will always achieve the goal.

天氣不似預期 唯靠堅持應對 Just Press on Amid Changing Weathers

除了技術難題，工程團隊亦面對一項突如其來的挑戰。為了盡量減低工程對海洋造成的影響，Patrick與工程團隊使用了臨時預製混凝土樁帽殼去建造該項目的所有高架樁帽，以取代傳統以板樁形成臨時封閉式圍堰的工序，減少對海床的傷害及碳排放。臨時鋼製浮缸的設計能夠代替板樁阻擋海水進入預製混凝土樁帽殼，亦是影響在預製混凝土樁帽殼內原位建造樁帽的關鍵因素。但由於項目位處於將軍澳對出海面，正面就是太平洋，水流、海浪和風力皆十分強勁，令鋼製浮缸上的橡膠密封墊分離，導致海水滲入預製混凝土樁帽殼，影響了整個工程的進度，足足延誤了四個月。

Patrick坦言：「作為團隊中唯一擁有使用預製混凝土樁帽殼和臨時鋼製浮缸在海上建造高架樁帽經驗的工程師，我當時真的很焦慮。」雖然心情難免受緊張情緒及緊迫的進度影響，但Patrick仍然與團隊合力應對，積極與負責製造浮缸的分判商、設計師及工程師磋商，改進其設計以形成防水結構，用於高架樁帽的施工上。經過四個月的改良和嘗試，最終成功改善滲水情況。經歷了一連串的挑战與難題，Patrick嘆謂：「縱使面前有多大的困難，只要你能夠堅持，總能透過團隊協作及貢獻達成目標。」

On top of technical difficulties, our engineering team also needed to face another unexpected challenge. With a view to reducing the impact of our project on the sea, Patrick and the engineering team used temporary precast concrete shells to construct all raised pile caps of this project as a replacement to form temporary closed cofferdam by sheet piling method, so as to mitigate disturbance to the sea bed and reduce carbon emission. The design of temporary steel floating tanks could prevent ingress of seawater into the precast concrete shell that was one of the critical items to dictate insitu pile cap construction within the precast concrete shell. However, as the project was in the waters off Tseung Kwan O, the strong Pacific Ocean current, wave and wind caused water seepage to the precast concrete shell due to detachment of the rubber sealing pads attached on the floating tanks, delaying the progress of entire project by four months

Patrick confessed, "As the only engineer in the team with past experience of using precast concrete shell and the temporary steel floating tanks to construct raised pile cap at sea and knowing how it worked, I was very worried at that time." In spite of such anxiety and tight schedule, he worked collaboratively with the team and maintained close contact with the sub-contractor, designers and engineers to discuss how to improve its design to form a watertight structure for raised pile cap construction. After four months of unceasing trials and improvement, the seepage situation was improved. After facing a series of challenges and problems, he added, "No matter how big the problem is, as long as you press on, you will be able to resolve it through team synergy contribution."

堅守工程承諾 建立良好關係

Keep Our Promise and Build Good Relationship

湯志偉指工程的成功亦有賴與客戶及顧問建立互信關係

Victor pointed out that the success of the project also relies on the establishment of mutual trust with customers and consultants

一項工程能成功，除了技術及人才配合，更重要是堅守承諾以及與客戶建立良好關係。俊和曾與是次工程的客戶土木工程拓展署和工程顧問艾奕康 (AECOM) 在蓮塘/ 香園圍口岸工程上合作過。助理總經理 (建造) 湯志偉先生指，透過上一次合作，三方都建立了互信關係，因而在此次合作上一拍即合；加上俊和於建造橋樑方面具豐富經驗，亦一直以安全及可持續發展為原則，主動向客戶提出多項創新的施工方案，令團隊成功獲得合約，在工程上的合作亦更有默契。

For the successful completion of a project, it not only takes technologies and talent, but also commitment to keep promise and building good relationship with clients. Chun Wo had previously worked with the project client and consultant, namely Civil Engineering and Development Department and AECOM, at the new boundary control point project at Liantang/ Heung Yuen Wai. Mr. Victor Tong, Assistant General Manager (Construction), explained that the three parties had established mutual trust in the previous project, so they could chime in easily. Marrying Chun Wo's rich experience in bridge building, its commitment to safety and sustainable development, and also innovative construction ideas recommended for clients, the team finally won the contract and worked with other parties in this project with tacit understanding.

將軍澳交匯處工程現正進行得如火如荼，雖然項目的建造過程相當艱難，但團隊都非常期待正式通車的一天。每一項工程都有不同的難處和挑戰，在這一項工程中，俊和團隊團結一致，透過積極及勇於嘗試的心態利用技術解決困難，加上與客戶建立的互信關係，成功跨越不同挑戰，也令俊和在技術及員工合作方面更上一層樓，成為成功的要素。

The Tseung Kwan O Interchange project is in full swing now, and despite the many difficulties during construction, the team really looks forward to the official opening. Every project has its own difficulties and challenges. In this project, the Chun Wo team worked together and solved the technical problems with enthusiasm and eagerness to experiment, plus the mutual trust already built with clients, enabling it to overcome different challenges and bring Chun Wo's technology and cooperation among staff onto a new level, thus constituting the keys to success.

工程團隊的任務是於將軍澳灣興建海上高架橋以組成將軍澳交匯處，接駁至跨灣連接路及寶邑路。

The task of engineering team is to build a marine viaduct forming part of the TKO Interchange at Junk Bay, connecting Cross Bay Link and Po Yap Road. (Interchange - Illustration)



女性建造力量

Women in Construction



女性在社會上的地位愈來愈重，於傳統以男性為主導的建造業，近年亦有一股女性建造力量漸漸崛起。

今期請來兩位來自俊和「WomenLeaders@CW」*的成員——李詠怡（Winnie，高級項目經理）及黃綺華（Eva，助理項目經理）與大家分享她們的個人經歷及對行業前景的看法。

As women are taking up an increasingly important role in society, the construction industry, that is traditionally dominated by men, has also witnessed a growing force of “women in construction” in recent years.

In this issue, we have invited two members from “WomenLeaders@CW”* to share their work experiences and respective views on the industry prospects. They are Winnie Jones, Senior Project Manager, and Eva Wong, Assistant Project Manager.

李詠怡 · Winnie Jones

高級項目經理 Senior Project Manager

主要負責範疇：

- 項目投標負責人
- 「組裝合成建築法」及「製造及裝配設計」
- 建築及樓宇裝修工程

Key project in charge：

- Building Bid Teams Leader
- Modular Integrated Construction (MiC) & Design for Manufacture and Assembly (DfMA)
- Architectural Builders Works and Finishes (ABWF)



Winnie Jones, Senior Project Manager of Chun Wo
俊和高級項目經理李詠怡



黃綺華 · Eva Wong

助理項目經理 Assistant Project Manager

主要負責項目：

- 中環灣仔繞道：北角段隧道和東區走廊連接路工程
- 香港理工大學何文田斜坡校園擴建的地盤平整及地基工程

Key project in charge：

- Central-Wan Chai Bypass: Tunnel (North Point Section) and Island Eastern Corridor Link
- Site Formation and Foundation Works for Campus Expansion in Ho Man Tin for the Hong Kong Polytechnic University

俊和助理項目經理黃綺華
Eva Wong, Assistant Project Manager of Chun Wo



善用優勢 發揮所長 Make Good Use of Your Strengths and Advantages

入行逾15年的Winnie，已是經驗豐富的項目經理，回憶入行初期，她形容當時女性於建造業是舉步維艱：「在2000年代初期，從事建造業的男女性別比例大約是9：1，當時很多女性都因為無法忍受長時間工作及骯髒的工地條件而辭職，故當時普遍業內公司都不太願意栽培女性員工。」作為其中一員，Winnie未有輕易放棄：「多年來，我都一直抓緊每個機會，非常努力地發展自己的事業。」

Winnie is a Senior Project Manager with over 15 years of industry experience. Recalling the time when she started her career, she said it was an uphill struggle every inch of the way. "In the early 2000s, the construction industry's male to female ratio was around 9:1. Many female professionals resigned due to the long working hours and grubby site conditions. Thus, companies were not willing to offer much development opportunities to female staff in the industry." Nevertheless, as a practitioner in the industry, Winnie did not give up so easily. "I have treasured every opportunity, striving to develop my career over the years," she said.

建造業由男性主導，女性要有長遠發展，可謂道阻且長：「對女性來說，在建造業擔任管理階層是一項大挑戰，因為行內大多數人都傾向尊重年齡較大、富有經驗的男性。要克服這個障礙，女性需要善用自身優勢，例如耐性、溫和的態度等等。」Winnie舉例，當與男同事有不同意見及觀點時，切忌硬碰硬：「應該保持開放的態度，多在專業角度與人溝通；同時成為一個好的聆聽者，多了解身邊同事需要，相信這對女性來說遊刃有餘。」

As the construction industry is dominated by men, women have to overcome many hurdles to develop a career in this industry. Winnie cited an example, "Taking up a managerial role in the construction industry is a great challenge for women because most people in the industry tend to respect older and experienced men. Therefore, women will need to make good use of their own advantages, such as patience and tenacity, to overcome gender barriers." Winnie also suggested that when having diverse views or differing opinions with male colleagues, women should avoid direct confrontation. "We should maintain an open attitude, communicate with others from a professional perspective and be a good listener so as to learn more about the needs of clients, colleagues, subcontractors and other stakeholders."



“李詠怡表示在建造業內女性可以善用自身優勢，例如耐性、溫和的態度

Winnie said women can make good use of their own advantages, such as patience and tenacity in the construction industry”

傳統行業持續革新 吸引女性新力軍 Traditional Industry in Continuous Reform, Attracting Female New Entrants

至今入行逾8年的Eva，表示科技進步不但推進行業發展，更直接給予女性極大的發展空間。Eva入行初期，建造業仍然頗為倚賴人手；但短數年間，已變得著重科技化及機械化，對從業員的要求亦由偏重體力轉為偏重「腦力」：「如今行業開始進入數碼化時代，例如BIM（建築訊息模擬）、3D掃描、無人機遠程勘察、AI機械人等等。這些創新技術都令行業減少了對人力的需求，同時又提升了施工方便性及準確性，大大提高行業的生產力及可持續性，並重塑了工程師和前線工人所需的技術及能力，變相破開了一個新的缺口，令有志考取專業資格或體力勞動較弱的女性提供多一個入行誘因。」

After working in the construction industry for more than 8 years, Eva thinks that technological advancement has not only facilitated industry development, but also provided tremendous opportunities for women. At the time when Eva joined the construction industry, it was still rather labour intensive. But just a few years later, the industry had already turned towards technologies and machines, placing much greater importance on the mental acuity of employees instead of physical strength. Eva remarked, "The construction industry has been heading into the digitalization era when Building Information Modelling (BIM), 3D scanning, drone remote inspection and AI robots have become prevalent. These innovative technologies have reduced the industry's reliance on labour force and greatly improved the convenience and accuracy of construction, thus substantially boosting productivity and sustainability of the industry as well as reshaping skills and abilities required for engineers and frontline workers. These facts also serve as new opportunities and incentives for women who wish to obtain professional qualifications or with weaker physical strength to embark on their construction career path."

縱然前景向好，近年女性專業人才的數目亦在這個男性主導的行業裡顯著提升，但Eva坦言這股「女性建造力量」於香港建造業仍處於起跑階段，需要更多推廣。「我見到公司通過建立『WomenLeaders@CW』及『築夢女生Dream Girls』去推廣及增強女性建造力量，這是我從未見過的『創舉』。我相信通過這些計劃去展現我們的專業形象，能夠有效地改變外界對建造業的刻板印象，吸引更多有潛質的女性入行。」

Despite the bullish outlook for the industry and significant growth in the number of female professionals in this male-dominated industry in recent years, Eva noted that the trend of female professionals working in the construction industry remains in an early stage and needs to be further promoted. "I know the Company has exerted efforts to promote and encourage more female professionals to work in the construction industry through the establishment of 'WomenLeaders@CW' and 'Dream Girls'. These are 'unprecedented' initiatives I have never seen before. In my opinion, demonstrating our professional image through these initiatives can effectively change people's stereotype of the construction industry and attract more prospective female employees to enter this industry."



“黃綺華表示建造業科技化及機械化為女性提供多一個入行誘因

Eva said the technicalization and mechanization of the construction industry provide one more incentive for women to join the industry. ”

凝聚女性力量 努力自我提升 Women Join Together to Strive for Self-improvement

展望將來，Winnie希望未來無論是公司或行業，都能夠給予女性從業員更多機會，讓她們建立及發揮所長。她又希望能以自己的微小力量，慢慢凝聚更多女性，在行業裡面相互支持、溝通和聯繫。「我對我所有女同事的建議是，你一定要愛你所做之事，才可以交付最好的『出品』。縱使挑戰及困難不斷，我仍然熱愛我的事業及工作，希望每一位於建造業打拼的女性都與我一樣，找到事業方向，於行業內闖出屬於自己的一片天！」

Looking ahead, Winnie hopes to see more opportunities from the Company or the industry for female practitioners to develop and demonstrate their strengths. She also hopes that with her modest efforts, she can gradually attract more females to join the industry, and support, connect and empower each other. "My advice to all female associates is you must love what you do to deliver the best. I love my career and my job. I want to help more women enter the field and succeed. I have found a fulfilling career path in construction and I hope my experience can pave the way for other women to do the same."



“李詠怡勉勵每一位在建造業打拼的女性都要愛自己所做之事，才能有最好的成果。

Winnie encourages every female worker in the industry to really love what they are doing so as to deliver the best 'product'. ”

至於新加入俊和的Eva，就表示會投入工作，化壓力為動力：「加入俊和數個月來，最大的挑戰是適應新的工作性質，以及應付來自職責及自我期望的壓力。透過自我調節，將所有壓力化為改進的動力，並不恥下問、虛心學習，我相信自己必定能在建造業這個領域去到更高的境界！」

As for Eva, who recently joined Chun Wo, she said she is dedicated to her work and is able to transform work pressure into motivation. "During the past few months after joining Chun Wo, my biggest challenge was how to adapt to a new job nature and how to deal with the pressure arising from my duties and self-expectation. Nonetheless, I have managed to transform pressure into motivation through self-adjustment, and I have kept asking questions and learning humbly. I believe I will be able to achieve a higher level in the construction industry!"

*WomenLeaders@CW 是俊和於2020年推出的計劃，為期2年，旨在透過一系列有關招聘、晉升、福利、提倡性別均等及家庭友善等措施，建立一個和諧共融的工作環境。此計劃會先由女性管理人員開始，逐步普及至全公司上下，務求吸引更多女性加入俊和、投身建造業，藉此舒緩建造業男女比例不均的情況。

*Launched by Chun Wo in 2020, "WomenLeaders@CW" is a two-year scheme with the aim of building harmonious and inclusive work environment through recruitment, promotion, fringe benefits, measures to promote gender equality and family-friendly policies. The scheme will start its rollout through its female management members and it will gradually extend to all levels of staff in the Company, in a bid to attract more females to join Chun Wo and the construction industry, thus mitigating gender imbalance in the construction industry.

俊和致力與時並進推動行政程序數碼化

Chun Wo Keeps Abreast of the Times Promoting Administrative System Digitalisation

數碼世代促使各大企業推動數碼化，俊和亦與時並進，我們的人力資源及資訊科技部與SAP合作設立一套全新的人力資源系統——SuccessFactors，以提升公司人力資源系統效率，並推動數碼轉型，與世界潮流接軌。

As the digital era has driven many companies to pursue digitalisation, Chun Wo is also keeping abreast of the times. Our Human Resources (HR) Department and Information Technology (IT) Department have collaborated with SAP to set up a new human resources system – SuccessFactors to enhance efficiency of the Company's human resources system and facilitate its digital transformation in a bid to keep up with the global trend.

SAP SuccessFactors

優化員工體驗 Optimises Staff Experience

人力資源部助理總經理盧懿君小姐（Sanlies）說：「公司在三年前已經開始採用SAP的網上假期系統，後來打算提升並改善系統，促使了我們與資訊科技部合作，建立一套全新的人力資源系統——SuccessFactors。」

Miss Sanlies Lo, Assistant General Manager of HR Department, said, "Our company has started to adopt SAP's e-Leave system three years ago. Later, we planned to upgrade and improve the system, and this directly prompted us to cooperate with our IT Department to develop a new human resources system – SuccessFactors."

經兩個部門反覆試行及改善後，SuccessFactors在今年9月初推出供同事使用。在新系統裡，每位同事都擁有獨立帳號，登入後便可檢視及更新個人資料；同事更可通過新系統查閱年假餘額及申請假期，大大提升個人資料處理的便捷度，也令申請及檢閱流程變得更有效率。

After repeated trials and improvements by the two departments, SuccessFactors was launched in early September this year for colleagues. In the new system, all colleagues own their personal account. They can view and update personal particulars upon logging in to the system. Colleagues can also view their annual leave balance and apply for leave through the new system. The process is simple and fast, enhancing the efficiency of application and viewing processes.

改善現行不足 提升運作效率

Overcoming Existing Weaknesses and Boosting Operational Efficiency

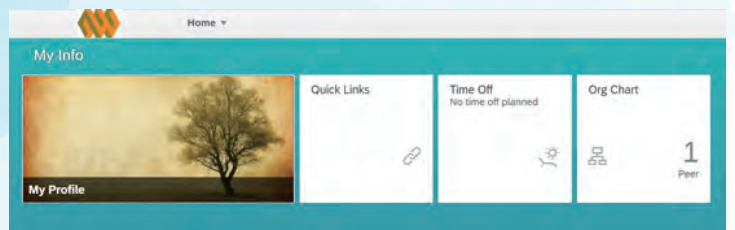
以往，人力資源部大部分運作都是依賴文字記錄的線下操作。Sanlies希望透過推行SuccessFactors這套全新人力資源系統，同事能夠隨時隨地透過手提電話或電腦檢閱自己的個人資料及遞交假期申請等，而部門在處理人力資源工作上可減少使用紙張及節省倉存空間。

In the past, majority of operations in HR Department were relied on offline exercise by using written form for recordings. Sanlies hopes that, by implementing the new system – SuccessFactors, colleagues will be able to view personal particulars and submit leave application anytime, anywhere via mobile phone or computer. The HR Department can also reduce the use of paper and save storage space in handling human resources tasks.



人力資源部助理總經理盧懿君小姐（右）與建築資訊科技部高級經理韓國璋先生（左）分享這個新人力資源系統的優勢及建立系統期間所遇到的挑戰

Miss Sanlies Lo (right), Assistant General Manager of HR Department and Mr Samuel Hon (left), Senior Manager of IT Department of Chun Wo shared the advantages of the new human resources system and the challenges they faced during the process



SuccessFactors 界面
Interface of SuccessFactors

面對挑戰 全賴互相協調溝通

Coping with Challenges through Coordination and Communication

建立一套全新的系統殊不簡單，首先要面對的就是技術上的挑戰。俊和建築資訊科技部高級經理韓國璋先生（Samuel）說：「原有系統已經使用了超過八年，所以在資料保存與過渡方面會有困難。因此我們就與人力資源部同事合作，將舊資料整合，再轉換成新資料。而且為達至自助服務的目標，我們亦花了不少時間設計系統界面，讓同事容易理解及操作。」

Development of a new system is no simple task, and the first to deal with is the technical issue. Mr Samuel Hon, Senior Manager of IT Department of Chun Wo, said, "The previous system has been in use for eight years, resulting in problems of data retention and transition. In this regard, we have worked with HR Department to consolidate the old data and convert them into new data. Moreover, to achieve the goal of providing a self-service system, we spent quite some time on the design of system interface in order to help colleagues easily understand and operate the new system."

此外，在研發新系統的過程期間，正值新冠肺炎疫情最嚴峻的時候，面談交流、協調和研發都變得相當困難，大部分會議都需要透過網上會議進行，影響了溝通和計劃進度。為解決這些問題，資訊科技部及人力資源部就積極與服務供應商協調溝通，在短時間內簡化了多個工作流程，加快研發及改善進度，令新系統能如期推出。如今，俊和已是建造業界第一間採用SAP SuccessFactors的公司，可謂是推動建造業行政程序進入數碼化的先驅。

Besides, it was the most severe period of the pandemic during the time of new system development, so it became very difficult for face-to-face communication, coordination and research and development. Most of the meetings needed to be conducted online, thus affecting communication and progress of the project. To address such issues, IT Department and HR Department both actively coordinated with service providers and worked together in a flexible manner. Eventually, with consensus from different parties, multiple workflows were streamlined in a short period of time to expedite research and development, and the progress of improvement. Consequently, the new system was launched according to schedule. Chun Wo is the first company in the construction industry to adopt SAP SuccessFactors and is vanguard for the digitalisation of administrative procedures in the construction industry.

積極推動數碼化 提升工作效率

Actively Promoting Digitalisation to Enhance Work Efficiency

新系統現時仍然在試驗階段，用戶試用後的反應正面。他們覺得系統容易操作，程序也變得更方便快捷。Sanlies及Samuel表示新系統完成試驗階段後，將會推而廣之，供其他辦公室及地盤同事使用。

Though the new system is still under trial, users who have used it have responded positively. They found the new system user-friendly with simpler and faster procedures. Sanlies and Samuel said the new system will be rolled out for colleagues in other offices and construction sites after completing the trial.

另外，Samuel指公司現正積極研究逐步將其他線下流程數碼化，目前正研發電子簽署、手機應用程式等，提高工作效率。此外，他亦表示公司正大力推行微軟Teams，亦有研發聊天機械人，以進一步配合公司發展方向，提升整體工作效率和表現。

In addition, Samuel mentioned that the Company is actively considering to gradually digitalise other offline procedures, and is currently developing electronic signatures and mobile applications to improve work efficiency. The Company is also vigorously promoting the use of Microsoft Teams, while ChatBot is now being developed, with an aim to further aligning with the Company's development direction and enhancing overall efficiency and performance.



他們表示公司未來會繼續推動數碼化

They mentioned that the Company will continue to promote digitalization in the future

128 Waterloo 九龍全新 地標式豪宅

128 Waterloo –
A Brand New Landmark and
Luxury Residence in Kowloon



俊和於90年代起涉足房地產發展，由旗下「俊和物業發展控股有限公司」（俊和物業發展）領軍，積極開拓香港及國內外物業發展及資產租賃市場，足跡遍佈香港、中國內地、越南及阿聯酋等地。

近年最矚目的項目，必屬九龍全新地標式豪宅「128 Waterloo」。

「128 Waterloo」由俊和物業發展與萊蒙國際集團有限公司攜手打造，位踞九龍傳統尊貴地段，前臨近百年頂尖學府瑪利諾修院學校¹，坐擁九龍塘開揚景觀²，大部份單位可遠眺獅子山景色²。

俊和物業發展高級經理梁志輝先生於早前向記者介紹「128 Waterloo」的建築特色：「項目將現代建築美學融入時尚英倫品味設計，以標誌性的銅色金屬線條帶出玻璃幕牆獨有的弧線及美感³，並採用全玻璃幕牆，將天然光線引入室內；這類型建築於同區非常罕有，預期將成為區內的新地標。」

除本港地產項目外，俊和於中國河北省石家莊市的「保利大都匯」商業項目，其1號及2號樓已於去年7月開始發售，銷售反應理想。

Chun Wo started making a foray into the property development business in the 90s. Led by its subsidiary Chun Wo Property Development Holdings Limited ("Chun Wo Property Development"), Chun Wo has been actively engaged in domestic and overseas property development as well as the asset leasing markets, with business spanning across Hong Kong, Mainland China, Vietnam and the United Arab Emirates.

Of all its property projects in recent years, the most magnificent one must be "128 Waterloo", a brand-new landmark and luxury residence in Kowloon. Co-developed by Chun Wo Property Development and Top Spring International Holdings Limited, "128 Waterloo" is located in the traditional and prestigious residential district in Kowloon, facing Maryknoll Convent School ¹, a top school with nearly century-old heritage. What is more, the property offers panoramic views of Kowloon Tong ², with most of its units enjoying a clear vista towards Lion Rock ².

With regard to the architectural features of "128 Waterloo", Mr. Leung Chi Fai, Jeff, Senior Manager (Property Development) of Chun Wo Property Development, said, "The project marries contemporary architectural artistry with British design, using iconic copper metallic line to bring out the unique curve and beauty of the glass curtain wall ³, bringing natural light into the room. This type of building is rare in the area, and is set to become a new landmark there."

Apart from property projects in Hong Kong, Chun Wo also has another commercial project called "Tal To Wun" in Shijiazhuang City, Hebei Province, China. Its no. 1 and 2 buildings were launched for sales in July last year and achieved satisfactory performance.



中國內地
Mainland China

- 名門華都及保利大都匯
(石家莊)
"Arc De Royal" & "Tal To Wun"
(Shijiazhuang)
- 名門御庭(汕尾)
Le Palais Royal
(Shanwei)
- 名門都匯(揚州)
The Metropolis (Yangzhou)
- 俊庭軒(中山)
Elite Lodge (Zhongshan)

香港
Hong Kong

- 128 Waterloo
- 菁雋
T-PLUS
- 駿嶺薈
"The Cavaridge"
- 金馬倫道35及37號(興建中)
No. 35 and 37, Cameron Road
(under development)
- 清水灣道8號
No. 8, Clear Water Bay Road
- 俊宏軒
Grandeur Terrace
- 宏景花園
Grand View Garden
- 豉油街61至67號(興建中)
No. 61 to 67, Soy Street (under development)

阿聯酋
UAE

- Reem Diamond Residence

越南
Vietnam

- 西貢明珠
Saigon Pearl

期數的街道名稱及門牌號數：窩打老道128號 | 區域：何文田 | 賣方就期數指定的互聯網網站的網址：www.128waterloo.com.hk | 本廣告/宣傳資料內載列的相片、圖像、繪圖或素描顯示純屬畫家對有關發展項目之想像。有關相片、圖像、繪圖或素描並非按照比例繪畫及/或可能經過電腦修飾處理。準買家如欲了解發展項目的詳情，請參閱售樓說明書。賣方亦建議準買家到有關發展地盤作實地考察，以對該發展地盤、其周邊地區環境及附近的公共設施有較佳了解。

Name of the street and street number of the Phase: No. 128 Waterloo Road | District: Ho Man Tin | The address of the website designated by the Vendor for the Phase: www.128waterloo.com.hk | The photographs, images, drawings or sketches shown in this advertisement/promotional material represent an artist's impression of the Development concerned only. They are not drawn to scale and/or may have been edited and processed with computerized imaging techniques. Prospective purchasers should make reference to the sales brochure for details of the Development. The Vendor also advises prospective purchasers to conduct an on-site visit for a better understanding of the development site, its surrounding environment and the public facilities nearby.

賣方：潘隆發展有限公司 | 賣方的控股公司：萊蒙國際集團有限公司、TOP SPRING INTERNATIONAL (BVI) LIMITED、萊蒙國際(香港)有限公司、鉅兆萬企業有限公司、萊蒙俊和物業發展控股有限公司、優宇發展有限公司 | 期數的認可人士：衛政邦 | 期數的認可人士以其專業身分擔任經營人、董事或僱員的商號或法團：胡周黃建築設計(國際)有限公司 | 期數的承建商：祥記馮祥建築有限公司 | 就期數中的住宅物業的出售而代表擁有人行事的律師事務所：約近律師行 | 已為期數的建造提供貸款或已承諾為該項建造提供融資的認可機構：恒生銀行有限公司及創興銀行有限公司 | 已為期數的建造提供貸款的任何其他人：不適用 | 盡賣方所知，由期數的認可人士提供的期數的預計關鍵日期：2022年2月28日 (「關鍵日期」) 指期數在遵照經批准的建築圖則的情況下在各方面均屬完成的日期。預計關鍵日期是受到買賣合約所允許的任何延期所規限的。 | 本廣告由賣方發布。 | 賣方建議準買方參閱有關售樓說明書，以了解期數的資料。詳情請參閱售樓說明書。 | 本廣告之印製日期：2021年1月XX日

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¹ 上述學校未必與期數位於同一分區計劃大綱圖區域內。學校資料及校網參考自教育局之網站(<http://www.edb.gov.hk>)，僅供參考，以香港特別行政區教育局不時公布的資料為準。

² 景觀受單位層數、座向及周邊環境、建築物及設施影響。所述景觀僅為大概描述，並不代表所有或任何單位可享有之景觀。期數及其周邊環境、建築物及設施可能不時改變。賣方對景觀並不作出任何不論明示或隱含之要約、陳述、承諾或保證。

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¹ The above school may not be located within the same area of the Outline Zoning Plan as the Phase. The information on schools and School Net are adopted from the website of the Education Bureau (www.edb.gov.hk) and are for reference only. Subject to the information published by the Education Bureau from time to time.

² The view may be affected by the level, orientation of the residential unit and its surrounding environment, buildings and facilities. The view mentioned is only a general description and does not represent the view which may be enjoyed by all or any of the units. There may be changes to the buildings, facilities and environment of and in the Phase and its surrounding areas from time to time. The Vendor does not make any express or implied offer, representation, undertaking or warranty in respect of the view.

³ The Vendor reserves the right to alter building plans, which shall be subject to the final approval of the relevant Government department(s). Please refer to the brochure for details.





俊和安全地域 Chun Wo Safe Zone

俊和一直放員工為首位，地盤安全絕對是我們最重視的一環。多年來我們從無間斷地為前線員工提供培訓，提高其安全意識；亦積極應用新科技改善地盤工作狀況，致力為員工提供安全又健康的工作環境。

Chun Wo has always put our staff as top priority, while site safety is definitely one of the key issues we focus on. Through the years we have been providing continuous training for our frontline staff and constantly improving site condition by adopting the latest technologies, all in a bid to provide our staff with a safe and healthy working environment.

開設俊和安全地域 提升員工安全水平 Chun Wo Safe Zone Training Centre Opens to Improve the Safety Awareness of Staff

為進一步提升公司的安全水平，我們於2020年7月初開設了一個名為「俊和安全地域 Chun Wo Safe Zone」的培訓中心，主要用作為前線工人提供安全行為改善訓練課程，讓他們透過體驗各體感設備及模擬實況，提升其安全意識及改善安全行為，減低意外發生；中心內亦會有設置各種不同的機械，令參加者如臨其境，對培訓有更深的感受。

我們將培訓中心分成五大區域，當中包括：「人體下墮」、「物件下墮」、「被移動機械撞到」、「觸電」及「水上工程」。前四項均為在工地最常發生的意外，而有鑑於本地水上工程有增加趨勢，我們也特別設立了「水上工程」這區域，令前線員工能做好準備。



To further enhance our company safety standard, we established a training centre named "Chun Wo Safe Zone" in the beginning of July 2020. The main objective of this training centre is to provide our frontline staff a place for attending safety courses, enhancing their safety awareness and improving their safety behaviour through experiencing with various somatosensory devices and simulating the real life scenarios, so as to reduce the likelihood of accidents. The centre has also set up various kinds of machines, providing attendees with even more realistic experience.

We have subdivided our training centre into five major zones: "Fall of Person", "Falling Object", "Struck by Moving Plant", "Electrocution" and "Work over Water". The first four are the most common accidents that would happen at construction sites, and given the growing trend of construction works over water, we have also purposefully established the "Work over Water" zone for frontline staff to better equip themselves.

「體感」教學 模擬體驗意外狀況 Simulates Real Life Scenarios of Accident Through Somatosensory-based Teaching

有別於一般「強制性基本安全訓練課程」（平安咭課程），俊和所教授的是「安全行為改善訓練課程」。我們利用「體感形式」教學，學員會戴上如安全帽及全身式安全帶等個人防護裝備親身上陣，透過公司由日本特別訂購的機械，模擬意外狀況，學員可在不同區域親身感受如高處墮下或失足的恐懼，令參加者體驗到真實的危機感。我們希望前線員工在地盤工作時常保持警覺性，做足安全措施，絕對不能心存僥倖。

Unlike the Mandatory Basic Safety Training Course (commonly known as Green Card Training Course), the safety course we teach is "Behavioral Change Safety Training", in which we adopt "somatosensory-based" teaching and staff will need to put on gears such as safety helmets and full body safety harness to perform practical training. By the use of machines specially purchased from Japan by our company, we can simulate the real life scenarios of accident while staff can experience the fear of different types of accidents such as falling from height or slipping in different zones. We hope that our frontline staff can always be alert when they are working at construction sites and adopt adequate and appropriate safety measures. It is definitely unacceptable to take chances.

前線員工在棚架工作台上進行訓練。
Frontline staff undertake training on bamboo scaffold platform.



安全行為變成習慣 提升地盤安全水平

Making Safety Behaviour a Habit Improving Safety Standard at Sites

完成課程後，學員便可獲發俊和認證的「俊和安全卡」，日後須持有「俊和安全卡」才可於俊和地盤工作。我們相信當安全行為變成習慣，員工之間就能互相感染，長遠地提升地盤整體安全水平。

由於課程仍處於起步階段，現在主要的教授對象是俊和的直屬前線員工，如地盤工人、管工、訊號員等等。未來，我們打算再進一步增加課程內容，並將學員擴展到分判商工人及外判工等前線人員，保障公司員工之餘亦為建造業界出一分力。

After completing the course, staff will be granted a "Chun Wo Safety Card" certified by Chun Wo. In the future, frontline staff are required to hold the Chun Wo Safety Card before working at Chun Wo's construction sites. We believe that when safety behaviour becomes a habit, employees will be able to influence each other, enhancing safety standard at sites in the long run.

Since our course is still in the beginning stage of development, we currently give priority to Chun Wo's frontline staff first, such as site workers, foremen, and signalers, etc. Looking ahead, we plan to further develop our courses, and expand our target range of students to frontline workers including subcontractors and outsourcers. Apart from safeguarding our own staff, we also hope to contribute to the construction industry.

讓前線員工為水上工程做好準備。
For frontline staff to better equip themselves for work over water.



中心內的機械夾手模擬器。
The In-Running Nip Simulator at the training centre.



俊和從日本訂購獨有的工作台意外模擬器。
Chun Wo's one and only Platform Accident Simulator purchased from Japan.

關懷社會所需 同心抗疫

Caring for the Needy Fighting the Virus Together

俊和深明回饋社區的重要性，儘管2020年受疫情影響，各項社區活動都受阻，但我們仍然努力找尋不同機會去幫助弱勢小眾，例如召集同事一同包裝防疫物品送贈有需要社區，和親身探訪長者教導正確的防疫意識等等，發揮俊和關愛精神！

俊和一直透過「和諧社區計劃」聯繫社區，旗下遍佈全港十八區的建築地盤會恆常籌組義工活動，增加與當區居民的溝通。

Chun Wo is well aware of the importance of giving back to the community. Affected by the outbreak of COVID-19 pandemic in 2020, most of the community activities have been cancelled. Nevertheless, we are still seeking different opportunities to help the disadvantaged, such as gathering co-workers to prepare anti-pandemic bags for delivery to the communities in need, and visiting the elderly to teach them the correct precautionary measures, etc. to show our love to the community.

Chun Wo has been connecting with the community through our "Harmony Community Program". Our staff from different construction sites across the 18 districts of Hong Kong regularly organise voluntary activities to enhance communications with residents in their areas.

粽香滿古洞 粽香滿古洞

Celebrate the Dragon Boat Festival and Enjoy Dumplings in Kwu Tung

01

去年端午節前夕，一眾「俊和一群利聯營體」的同事就聯同業界友好於「古洞北新發展區第一階段」的地盤附近，跟古洞村務委員會一起協辦了「粽香滿古洞 情濃迎端午」活動。

我們一共準備了400個福袋派發給古洞村公所村民，每個福袋內有3隻糰、2個橙以及1包面食，村民們均高興地接受我們的禮物和心意。

Last year before the Dragon Boat Festival, our colleagues from "Chun Wo-Kwan Lee Joint Venture" teamed up with industry peers and organised a rice dumpling distribution event near the site of "Kwu Tung North New Development Area, Phase 1" together.

We prepared 400 gift bags in total for distributing to the residents of Kwu Tung Village. Each gift bag has three rice dumplings, two oranges and one packet of noodles. All villagers happily accepted our gifts and thanked for our kindness.



「古洞北新發展區第一階段」高級項目經理陳志聰（右一）與一眾建造業界友好及古洞村務委員會參與派發福袋。

Mr. Chan Chi Chung, Andy, Senior Project Manager of "Kwu Tung North New Development Area, Phase 1" (first from right), distributes the gift bags with other construction industry peers and Kwu Tung Village Committee.



住在古洞村的婆婆與「古洞北新發展區第一階段」高級項目經理陳志聰（左）合照。
An old lady who lives in Kwu Tung's village takes photos with Mr. Chan Chi Chung, Andy, Senior Project Manager of "Kwu Tung North New Development Area, Phase 1" (left).

02

愛「深」建白田 協作平台

Pak Tin Charity Platform



俊和同事參與白田邨探訪活動
Chun Wo staff participated in the Pak Tin Estate visiting event

俊和是鄰舍輔導會—白田社會服務隊（二）的長期合作夥伴，我們的義工隊會定期探訪受白田邨重建項目影響的白田邨長者居民。2020年7月4日，俊和分部董事（樓宇建築）鄧家明先生，連同我們的行政部及白田地盤同事，與鄰舍輔導會社會服務隊一同派發愛心抗疫包給住在白田的長者，並且透過傾談，了解重建進度對長者們的影響及他們的需要，協助轉介社區資源和幫助他們解決生活上的困難。

Chun Wo and The Neighbourhood Advice-Action Council – Pak Tin Community Service Team II have been long-term cooperation partners. Our volunteer team regularly visits the elderly residents in Pak Tin Estate, who are affected by the Re-development of Pak Tin Estate project. On 4 July 2020, Mr. Tung Kar Ming, David, Chun Wo's Division Director (Building), together with our Administration Department, our Pak Tin site colleagues and The Neighbourhood Advice-Action Council distributed anti-pandemic packs to the elderly in Pak Tin. Through communicating with the elderly, we wanted to understand the impacts of the Re-development project and their needs, allocating them community resources in order to overcome their difficulties in life.

順利抗疫探訪日 Anti-epidemic Caring Visit

03



安達臣道石礦場用地發展的地盤義工為居民準備防疫包
Volunteers from Anderson Road Quarry Site prepare anti-pandemic packs for the residents

2020年7月16日，俊和與香港家庭福利會合作，在順利綜合家庭服務中心舉行「順利抗疫探訪日」活動。我們安達臣道石礦場用地發展的地盤同事為順利邨、順安邨及順天邨的30戶低收入家庭送上由我們包裝的防疫物品。此活動旨在與社區建立良好關係，使區內居民認識工程項目，促進社區和諧。

On 16 July 2020, Chun Wo and Hong Kong Family Welfare Society jointly organised an Anti-epidemic Caring Visit at Shun Lee Integrated Family Service Centre. During the event, our staff volunteers from Development of Anderson Road Quarry Site distributed the anti-epidemic gift bags that they have prepared to 30 low-income families from Shun Lee Estate, Shun On Estate and Shun Tin Estate. This event aimed at establishing good relationships within the community, allowing the neighborhood to understand the construction project and enhancing harmony in that area.



義工派發防疫包予居民
Our volunteer is distributing an anti-pandemic pack to residents

04

建造業抗疫關愛行動 Construction Industry Caring Campaign

除了「和諧社區計劃」，我們亦參與了其他業內機構籌辦的義工活動，身體力行幫助建造業界及長者等有需要人士，共渡難關。

In addition to our "Harmony Community Program", we have also participated in other CSR activities to help the construction industry, elderly and other people in need during the hard times of the pandemic.

一眾負責包裝「長者關愛包」的同事合照
Group photo of the colleagues who helped pack the "Elderly Care Packets"



同事們齊心包裝「長者關愛包」
Colleagues packing the "Elderly Care Packets" together

俊和一班同事於2020年6月4日響應建造業議會的「建造業抗疫關愛行動」，一起於辦公室內協助建造業議會包裝「長者關愛包」，關愛包內包括一包10個的口罩、茶包、抗疫關愛行動宣傳小冊子以及心意卡。

「長者關愛包」包裝好之後會由建造業議會派發給60歲或以上的註冊工人，希望在這個艱難的時間幫助他們解決燃眉之急！

On 4 June 2020, a group of our staff gathered at our office and packed the "Elderly Care Packets" to support "Construction Industry Caring Campaign" organised by the Construction Industry Council. Each "Care Packet" contains 10 surgical masks, tea bags, anti-pandemic brochure and a blessing card.

The Construction Industry Council then distributed the "Elderly Care Packets" to registered workers aged 60 or above. We aimed to bring them warmth and immediate help under such difficult times!

05

築夢女生 - 長者安居協會「一線通平安鐘™」防疫特工隊 Dream Girls - Senior Citizen Home Safety Association "Care-On-Call Service" Anti-epidemic Team

築夢女生 (Dream Girls) 再次出動做義工！2020年6月8日她們響應長者安居協會的「一線通平安鐘™」計劃，組織了防疫特工隊，為土瓜灣區獨居長者或兩老同住的一線通平安鐘™用戶送上防疫福袋。福袋裡除了口罩、消毒搓手液、抗菌卡之外，還有餅乾、麥皮及麵等食物，希望在疫情之下為老人家提供支援。

當日她們探訪了該區的真善美邨、馬頭圍邨、以及單幢樓宇的大概50戶長者，送禮物之餘亦跟長者們聊天及教導他們正確的防疫意識。

Dream Girls turned to be volunteers again! On 18 June 2020, in response to the Senior Citizen Home Safety Association "Care-On-Call Service" plan, they formed an anti-epidemic team to send out some gift bags to the elderly living on their own in To Kwa Wan. The "Care-On-Call Service" users living alone or with spouse will be given a gift bag which contains masks, hand sanitisers, anti-bacterial card and also food, such as biscuits, wheat hulls and noodles. We hope to provide support for a group of elderly people under the pandemic.

Dream Girls visited the Chun Seen Mei Chuen, Ma Tau Wai Estate, and several single block buildings with about 50 elderly people in the district. They delivered gifts to the elderly and chatted with them. Dream Girls taught the elderly the correct precautionary measures.



築夢女生成員Tammy (右) 跟長者安居協會工作人員 (左) 向長者派發防疫福袋。

Dream Girls' members Tammy (right) together with Senior Citizen Home Safety Association's staff (left) distribute a gift bag to the elderly.



築夢女生成員Sabrina (左)及Tiffany (中) 派發防疫福袋。
Dream Girls' members Sabrina (first from left) and Tiffany (middle) distribute a gift bag to the elderly.



築夢女生成員Pinky (中) 向長者講解防疫用品。
Dream Girls' member Pinky (middle) explain to the elderly about the anti-pandemic products.

積極招攬人材 加強集團實力

Actively Recruiting New Talents to Empower the Group

去年，我們很高興有三位新的管理層加入俊和的大家庭。他們分別是技術經理（署理）劉依婷（Abby），人力資源經理林怡真（Andrea）以及營運總裁Boyd Merrett。他們三位在各自的工作領域均有豐富的經驗，相信三位的加入定能更加強俊和的實力。現在我們就來深入了解他們吧！

Last year, we are extremely pleased to have three new management talents joining Chun Wo's big family. They are Mr. Boyd Merrett, Chief Operating Officer (COO); Ms. Abby Liu, Technical Manager (Acting); and Ms. Andrea Lam, Human Resources Manager. They possess extensive experiences in their respective fields of work, and their joining will definitely strengthen the corporate competence of Chun Wo. Let's waste no time in getting to know them better!



Abby | 劉依婷

技術經理（署理）
Technical Manager (Acting)

新年快樂！在此恭祝大家牛年出入平安，身體健康和前程似錦。

大家好，我叫Abby。我在半年前加入技術部門擔任技術經理。自加入公司以來，令我印象深刻的是公司提倡性別平等和推廣多元文化。至今，我所認識的同事皆勤奮，充滿創意和思想開明。期待不久將來能夠認識更多有趣的同事！

我是一名岩土工程/土木工程師，在基建項目及私營發展項目的設計及地盤監管等方面具有豐富的經驗。我希望創造開明，創新和協同合作文化，為項目提供及時和高效的優化方案和技術支持。

我喜歡旅行，遠足和戶外活動，探索地球和親近自然，這也許是成為工程師的原因之一。歡迎你們隨時來交流！

Happy new year, everyone! Wish you a safe, healthy and prosperous new year of Ox.

Hey everyone, my name is Abby. It has been half a year since I've joined Technical Department in the role of Technical Manager. The gender equality and diversity promoted by the Company impressed me most so far. People I met are diligent, creative, and open minded. I am looking forward to meeting the rest of you in the near future.

I became a professional in geotechnical/civil engineering after having various experiences in design and site supervision of private developments and infrastructure projects. With an interest in fostering an open-mind, innovative and collaborative culture, I am looking forward to being your technical fulcrum and providing leverage and help with your projects.

I love travelling, trekking and outdoor activities that explore the beauty and mystery of our planet earth - I think that is part of the reason I became an engineer! I am also an enthusiastic player of badminton so do let me know who needs a team member.

Please feel free to take a moment to stop by and say hi.



Andrea | 林怡真

人力資源經理

Human Resources Manager

大家好！我叫Andrea，在人力資源部擔任人力資源經理，很榮幸能夠加入俊和——一家以卓越和專業實力享譽業界的建築公司。我期待在工作上迎接各種新鮮、有趣的挑戰。

在加入俊和之前，我曾先後在不同的行業工作，包括快速消費品/食品製造、電子及物業管理等行業。其中，我曾在以即食麵聞名的日清食品集團從事類似工作崗位近十年。我很感恩在過去多年來於不同公司得到很多機會，能夠在不同範疇作出貢獻、接受挑戰、克服困難、發展我的事業，與公司一同成長。我期望在俊和的工作能夠運用和分享我的知識、經驗、網絡及所有可用的資源。

我深信人力資源是任何成功機構不可或缺的支柱。每一位同事都是獨特且擁有不同潛能。作為人力資源團隊的一份子，我希望能夠為公司於策略性運用人力資本方面增值，長遠令每位同事能夠與俊和同步成長和發展。回望過去一年，一連串前所未見的挑戰湧現，不單影響宏觀環境，亦影響每一個人。我們如何保持正面的心態和培養抗逆力、如何改變思維在新常態下適應和成長，這是每個人應當考慮的議題，方可攜手共同迎接未來挑戰。

我在工餘時間喜歡閱讀、繪畫、與家人和朋友聚會或一同參加各種活動，以至到世界各地旅遊。我認為讀萬卷書和行萬里路同等重要，兩者均同樣能夠令人增廣見聞。

最後，我很高興成為俊和大家庭的一份子，期望在不久將來有機會與大家逐一聊天！

Hello everyone! My name is Andrea, currently serving as HR Manager in HR Department. It is indeed my pleasure to have joined such a great company as Chun Wo with fine reputation for its outstanding professional capabilities in the construction industry. I really look forward to all the new and exciting challenges this role has in store for me.

Prior to joining Chun Wo, I have worked in various industries including FMCG/food manufacturing, electronics, and property management, etc. For nearly 10 years, I served at a similar role in Nissin Foods Group, a company renowned for instant noodles. I am grateful that I have been given opportunities to contribute in different aspects, take on challenges and overcome difficulties, developing my career together with various companies over the past years. I am eager to utilize and share my knowledge, experience, network, as well as all available resources through my role at Chun Wo.

I truly believe that human resource is an essential pillar for any successful organization. Every colleague is unique with different potentials. Being a member of the HR team, I wish to add value to the strategic utilization of human capital and ensure that every colleague can grow and develop with Chun Wo in the long run. Casting a retrospective look over the past year, a series of unprecedented challenges appeared which affected not only the macro environment but also every individual. How could we stay positive and foster resilience, adapt to and thrive in the New Normal from different perspectives could be a topic for everyone to consider in order to take on the challenges ahead hand in hand.

In my leisure time, I enjoy reading, drawing, having various activities with my family and friends as well as travelling to different places in the world. I believe reading and travelling are both equally important for enriching one's knowledge and experience.

Last but not least, I look forward to having an opportunity to chat with each of you in the foreseeable future. Glad to have become one of the "CHUN-WOers" now!



Boyd Merrett

營運總裁

Chief Operating Officer



大家好，我加入俊和出任營運總裁逾半年，期間視察了多個項目，並在辦公室、地盤及團隊裡認識了不少同事，希望將來能與更多人見面，有機會一起參加不同的活動。

我在土木工程系畢業後，於1992年來到了香港，開始在其中一個機場核心項目工作。我第一個負責的項目是西九龍填海工程，地盤辦公室就在長沙灣的道路上，填海範圍從深水埗到油麻地。當時在香港做工程師很好，多項大型項目進行得如火如荼。回想20多年前，香港是令人鼓舞的地方，我很開心以此地為家。就算之後在亞洲、美洲以至非洲工作，但最後都選擇回到這裡。香港的項目、人和能量都獨一無二，是每日令我更進一步的動力。

我的另一個動力來源是四個子女，三個在香港出生，一個是2007年我在北京工作時出生。最小已四歲了，最大已經19歲。工餘時我們常在一起，大兒子和我都喜歡賽車和車子，我們曾經一起開車跑圈，這是最喜歡的事情之一。星期天我們經常聚在一起，在西貢四處走走，一起吃午餐。

有時候我會問自己為什麼要加入俊和，感覺怎樣？現在回頭看，做決定時絲毫沒有猶豫。我很清楚這家公司、她的往績和記錄，更重要的是她的價值和領導團隊的抱負。我熱愛這一行，很享受與團隊一起奮鬥，做得更好。在俊和工作的時間雖然不長，但我感覺到公司上下一心，渴望不斷向前，搶佔先機，更上一層樓。我很自豪能夠成為當中的一份子，期望未來能成這裡展開令人興奮和具挑戰的旅程。

Hi everyone, it's been over 6 months since I joined Chun Wo as Chief Operating Officer. I've visited a lot of our projects and met quite a few of you in the office, on our sites and of course on Teams. I'm looking forward to meeting more of you over time and hopefully we will have a few social events together as well.

I came to Hong Kong in 1992 as graduate Civil Engineering and started working on one of the Airport Core Projects. The first project I worked on was West Kowloon Reclamation, the site office was just down the road in Cheung Sha Wan. We reclaimed all the land from Sham Shui Po to Yau Ma Tei. It was an amazing time to be an Engineer in Hong Kong, everywhere you looked there was a mega project underway. Looking back over more than 20 years in Hong Kong it has been an inspiring place for me and one that I'm very proud to call home. I have worked all over the world from Asia to America to Africa but always end up coming back here. The projects, the people and energy in Hong Kong is unique and motivates me every day to do more.

Another source of motivation is my four children, three were born in Hong Kong and one in Beijing while I was working there in 2007. My youngest is already 4 and the eldest is 19. I share a lot of my leisure time with them, my eldest son and I both enjoy motorsport and cars, we have done a few track days together which is one of my favourite things to do. We usually all spend Sunday together, getting out for a walk and lunch together in Sai Kung.

I'm sometimes asked why did I join Chun Wo, how's it going and so on? Looking back, I didn't have any hesitation joining Chun Wo. I knew the Company well, its track record and most importantly, the values and aspirations of the leadership team. I'm passionate about our industry and enjoy being part of a team that is always striving to do better. From my short time at Chun Wo, I can feel the desire within the company to continuously improve, be ahead of the curve and build on its impressive history. I'm proud to be on the Chun Wo team and I'm looking forward to an exciting and challenging journey ahead.

成就獎項 Awards (2020年3月至2020年10月 | March 2020 to October 2020)

職業安全健康局

Occupational Safety and Health Council

職業健康大獎 2019-20

Occupational Health Award 2019-20

好心情 @ 健康工作間大獎 (企業 / 機構組) — 傑出機構大獎

Joyful @ Healthy Workplace Best Practices Award (Enterprise / Organisation Category) – Outstanding Award

- 俊和建築工程有限公司 — 政府飛行服務隊啟德分部建造工程
Chun Wo Construction & Engineering Co., Ltd. – Construction of Government Flying Service Kai Tak Division
- 俊和建築工程有限公司 — 合約編號SSF512康寧道公園及牛頭角食水配水庫重置設施建造工程
Chun Wo Construction & Engineering Co., Ltd. – Contract No.: SSF512 Construction of Re-provisioning Facilities at Hong Ning Road Park and Ngau Tau Kok Fresh Water Service Reservoir
- 俊和 - 中國中鐵 - 中鐵大橋局聯營 — 將軍澳 - 藍田隧道 將軍澳交匯處及相關工程
Chun Wo - CRGL - MBEC Joint Venture – Tseung Kwan O - Lam Tin Tunnel Tseung Kwan O Interchange and Associated Works



好心情 @ 健康工作間大獎 (企業 / 機構組) — 良好機構大獎

Joyful @ Healthy Workplace Best Practices Award (Enterprise / Organisation Category) – Merit Award

- 俊和建築工程有限公司 — 屯門污水幹渠修復工程
Chun Wo Construction & Engineering Co., Ltd. – Rehabilitation of Trunk Sewers in Tuen Mun
- 俊和 - 中國中鐵 - 中鐵大橋局聯營 — 中環灣仔繞道北角段隧道及東區走廊連接路
Chun Wo - CRGL - MBEC Joint Venture – Central - Wan Chai Bypass - Tunnel (North Point Section) and Island Eastern Corridor Link

第十二屆全港傑出職安健員工嘉許計劃

The 12th OSH Outstanding Employee Award

「機構 / 企業組 — 前線員工」 — 銅獎

“Organisation/ Corporate – Frontline Staff” – Bronze Award

- 俊和 - 上隧 - 中冶聯營 — 伍勇傑 (電業工程人員)
Chun Wo - STEC - CMGC Joint Venture – Ng Yung Kit (Electrician)
- 俊和地基工程有限公司 — 羅楚森 (總管工)
Chun Wo Foundation Limited – Law Cho Sum (General Foreman)

「機構 / 企業組 — 前線員工」 — 優異獎

“Organisation / Corporate – Frontline Staff” – Merit Award

- 俊和地基工程有限公司 — 布添偉 (磨樁機手)
Chun Wo Foundation Limited – Bo Tim Wai (Oscillator Operator I)
- 俊和地基工程有限公司 — 江毓明 (地盤管工)
Chun Wo Foundation Limited – Kong Yuk Ming (Site Agent)

勞工處

Labour Department

建造業安全獎勵計劃 (2019 — 2020)

Construction Industry Safety Award Scheme (2019 - 2020)

安全問答比賽 — 團體獎

Safety Quiz Competition – Group Prize

- 永昌電器工程有限公司
Wing Cheong Electrical Engineering & Contracting
- 協興 - 俊和聯營
Hip Hing - Chun Wo Joint Venture
- 俊和建築工程有限公司
Chun Wo Construction & Engineering Co., Ltd.



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Chun Wo - CRGL - MBEC Joint Venture – Central - Wan Chai Bypass - Tunnel (North Point Section) and Island Eastern Corridor Link

第十二屆全港傑出職安健員工嘉許計劃

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- 俊和地基工程有限公司 — 羅楚森 (總管工)
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- 俊和建築工程有限公司
Chun Wo Construction & Engineering Co., Ltd.



發展局及建造業議會

Development Bureau and Construction Industry Council

第二十六屆公德地盤嘉許計劃

26th Considerate Contractors Site Award Scheme

傑出環境管理獎 — 銀獎

Outstanding Environmental Management and Performance Awards – Silver

- 俊和建築工程有限公司 — 政府飛行服務隊啟德分部建造工程
Chun Wo Construction and Engineering Co., Ltd. – Construction of Government Flying Service Kai Tak Division
- 模範工友 — 李廣
Model Worker – Li Kwong
- 模範前線工地監工 — 陳浩銘
Model Frontline Supervisor – Chan Ho Ming
- 模範分包商前線工地監工 — 蘇馬添
Model Subcontractor Frontline Supervisor – So Ma Tim

公德地盤獎 — 優異獎 (工務工程 — 新建工程)

Considerate Contractors Site Award – Merit (Public Works – New Works)



公德地盤獎 — 金獎 (工務工程 — 維修、保養、改建及加建工程)

Considerate Contractors Site Award – Gold (Public Works – Repair, Maintenance, Alteration and Addition Works)

- 俊和聯營 — 為建築署物業事務處負責的斜坡進行保養工程的定期合約 [合約指定區: 港島及離島(南)]
Chun Wo Joint Venture – Term Contract for the Maintenance of Slopes for which the Architectural Services Department (PSB) is Responsible for the Government of the Hong Kong Special Administrative Region [Designated Contract Area: HK Island & Outlying Islands (South)]
- 模範工友 — 黃添壽
Model Worker – Wong Tim Sau
- 模範前線工地監工 — 程建忠
Model Frontline Supervisor – Ching Kin Chung, James
- 模範分包商前線工地監工 — 唐嘉茗
Model Subcontractor Frontline Supervisor – Tong Ka Ming

創意工程安全獎 2020

Innovative Safety Initiative Award 2020

安全管理制度、培訓與宣傳組別 — 優異獎
Safety Management System, Training & Promotion – Merit

- 俊和 - 中國中鐵 - 中鐵大橋局聯營 — HY/2009/19 · 中環灣仔繞道 — 北角段隧道及東區走廊連接路 — 全方位吊運管理S.A.F.E.
Chun Wo - CRGL - MBEC Joint Venture – HY/2009/19, Central - Wan Chai Bypass Tunnel (North Point Section) and Island Eastern Corridor Link – Comprehensive Lifting Management S.A.F.E.

安全運作設施組別 — 銅獎
Safety Operational Device – Bronze

- 俊和建築工程有限公司 — 屯門污水幹渠修復工程 — 清淤泥機械人 (夏禹)
Chun Wo Construction & Engineering Co., Ltd. – Rehabilitation of Trunk Sewers in Tuen Mun – Desilting Robot (Xai Yu)

安全運作設施組別 — 優異獎
Safety Operational Device – Merit

- 俊和建築及工程有限公司 — 政府飛行服務隊啟德分部建造工程 — 智能工地管理
Chun Wo Construction and Engineering Co., Ltd. – Construction of Government Flying Service Kai Tak Division – Intelligent Work Site
- 俊和 — 上隧 — 浩隆聯營 — 合約編號 NE/2016/01 — 安達臣道石礦場用地發展的士地平整及基礎建設工程 — 智能安全帽
Chun Wo - STEC - Vasteam Joint Venture – Contract No. NE/2016/01 – Site Formation and Infrastructure Works for Development of Anderson Road Quarry Site – Smart Helmet

香港工程師學會

The Hong Kong Institution of Engineers

卓越結構大獎 2020 Structural Excellence Award 2020

結構類別 - 香港非住宅項目 — 入圍獎
Structural Division – Hong Kong project – Non-Residential Finalist

- 俊和建築工程有限公司 — 水務署天水圍大樓
Chun Wo Construction & Engineering Co., Ltd. – Water Supplies Department Tin Shui Wai Building

優質建築大獎

Quality Building Award 優質建築大獎 2020 Quality Building Award 2020

香港非住宅項目 — 優異獎 (新建築物 - 政府、機構或社區)
Hong Kong Non-residential (New Building – Government, Institution or Community)

- 俊和建築工程有限公司 — 葵涌醫院日間復元中心
Chun Wo Construction & Engineering Co., Ltd. – Kwai Chung Hospital Day Recovery Centre

CORPHUB

年度最傑出企業領袖 2020 Hong Kong's Most Outstanding Service Awards 2020

- 俊和建築控股有限公司 — 李家堯先生
Chun Wo Construction Holdings Co., Ltd. – Mr. Lee Kar Lun

香港社會服務聯會

Hong Kong Council of Social Service

商界展關懷 2020 Caring Company Scheme 2020



- 俊和發展集團有限公司
Chun Wo Development Holdings Limited

打氣留言板 Message Board

新冠肺炎疫情反復，時有回落，但我們仍然不能鬆懈！
很多來自不同部門及地盤的同事就留言為大家打氣，勉勵
大家在疫境中互相支持，彼此鼓勵！

The Novel Coronavirus has been relapsing, although the confirmed cases have been reduced sometimes, there is no room for complacency, we should continue to be highly vigilant. Here we send our colleagues' messages, let's support and encourage each other!

「抗疫尚未結束，
仍需努力！」
“The pandemic is yet to over and
we need to press on!”

鄧國安 • Peter Tang
見習工程師 • Graduate Engineer

「只要大家齊心抗疫，
相信疫情會有完結的一天。」
“As long as we work together, the
pandemic
will be gone one day.”

卓灝北 • Cheuk Ho Pek
學徒(工料測量) • Technical Apprentice (QS)

「時時抗疫，康復人人。」
“Everyone stays alert to virus
prevention and all healthy.”

梁志偉 • Leung Chi Wai
測量幫工 • Chainman II

「團結一心，抗疫可成功！」
“If we fight against the virus
together, we can win!”

任詩婷 • Yam Sze Ting
測量幫工 • Chainman II

「攜手抗疫，
迎接藍天白雲。」
“Combat COVID-19 and look
forward to a bright blue sky.”

郭詠琪 • Greta Kwok Wing Ki
文員 • Site Clerk

「加油！只要互相扶持，
相信我們很快可以戰勝疫情。」
“Let's keep fighting! Support each
other in the society and we can
overcome COVID-19 soon.”

周柏輝 • Zhou Baihui
學徒 • Technical Apprentice

「狂風暴雨不須怕，
『疫』境後見彩虹。」
“Storms are not fearful as
rainbows will always appear after
adversities.”

陳潔芯 • Chan Kit Sum
公共關係主任 • Public Liaison Officer

「安全距離可以有，
人間溫暖不能無。」
“Safe distance is feasible but
cannot rule out personal warmth.”

殷子聰 • Yan Tsz Chung
高級工程師 • Senior Engineer

「疫情終會過去，
靜候春暖花開。」
“The pandemic will be gone one day.
Look forward to the blossoms
ahead.”

劉南傑 • Lau Nam Kit
見習工程師 • Graduate Engineer

「同心抗疫，齊戴口罩！」
“Combat the virus and let's
wear masks!”

梁澄茹 • Crystal Leung
工程師 • Site Engineer

「疫情雖然回落，但疫情尚未過去，只要齊
心把手個人衛生清潔，一定可以撐得住。」
“The pandemic is coming under control but not
yet over. We must maintain good hygiene. Press
on everyone.”

陳俊文 • Chan Chun Man
工料測量師 • Quantity Surveyor

「疫境自強，守護香港。」
“Let's grow stronger amid the pandemic
and safeguard Hong Kong.”

傅家儀 • Fu Ka Yi Able
高級地盤行政主任 • Senior Site Administration Officer

「大家努力抗疫，
加油，加油！」
“Together, we fight the pandemic.
Keep fighting! Keep fighting!”

胡家韋 • Wu Ka Wai
高級管工 • Senior Foreman

「大家齊心抗疫，
十扑十扑！」
“Let's combat the pandemic
together. Support! Support!”

劉士豪 • Lau Sze Ho
分部地盤行政總管 • Division Site Administrator

