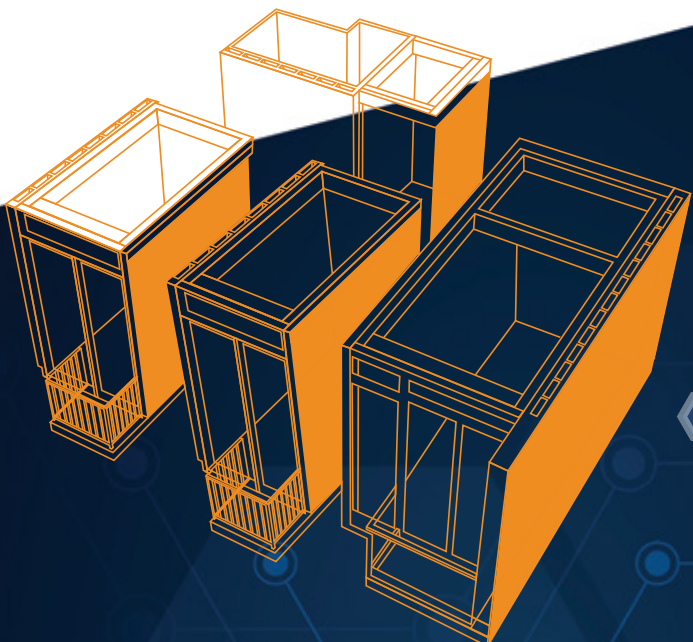


俊和通訊

CHUN WO NEWS

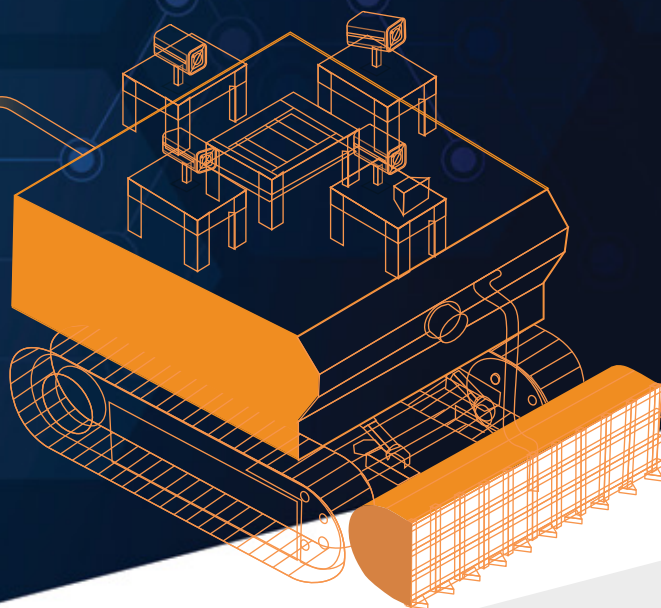
FEBRUARY 2022



Modular Integrated Construction
「組裝合成」建築法

建築 · 創新 · 科技
CONSTRUCTION · INNOVATION · TECHNOLOGY

Silt Cleaning Robot
淤泥清理機械人



管理層的話 Manag



我擔任俊和署理行政總裁已經8個月了。從Stephen（俊和建築控股主席李家焯測量師）到我的過渡如此順利，實在是十分幸運，也使我們的工作更加輕鬆。從那時起，我們對公司結構做了一些改變，以加強業務上的當責。這是一個非常忙碌和有趣的時期，我很喜歡公司現在（在充足防疫措施下）能夠舉辦的活動，例如是核心計劃的聯誼活動、與各部門的聚會、「Women Leaders」計劃，和義工活動等都非常特別。

署理行政總裁**馬寶狄**

Acting Chief Executive Officer, **Mr Boyd Merrett** ●

我們也一直在進行轉型，已經實施了新的電子報告和系統，以及更標準的月度報告格式，大大增加項目的可見性和透明度，以及我們對項目的調控。長遠而言，我相信這能為公司帶來更高的利潤和更好的業績。展望未來，大家如果看過今年的施政報告，便會發現香港最少在未來5至10年內會進入蓬勃發展的階段，為我們帶來很多機遇。我們無論在往績、人才、和在建築界的地位，都處於非常有利的地位，所以公司在中、長期的發展前景都非常可觀。

規範管理是我們需要格外留意的地方。大家要盡可能地做好「安全」，並且持續改進。例如，我們每

日都要提高工作質素，小至鋪設混凝土，大至工地安全，每當發現問題時就要馬上解決。我現在幾乎每天都要去地盤，和地盤工程師一起檢查安全和進度，盡力提高項目的整體標準，確保我們對客戶的承諾能夠兌現。

對我來說，高標準的安全和質量是成功的關鍵。如果我們每天都能做些小改進，將會大大提升安全效能，並降低成本及節省時間，因為大家不用重做這些工作。未來公司還會陸續推出其他規範管理措施，我希望所有的員工都能理解背後的原因，並支持它們，這樣才能繼續改善公司的整體業績。

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Message

It's been 8 months since I took up the role of Chun Wo's Acting CEO, we were very fortunate to have had such a smooth transition from Stephen (Sr Stephen Lee, Chairman of Chun Wo Construction Holdings) to myself which has certainly made it easier. Since then we've made a few changes to the structure to create more accountability across the business. It's been a very busy and interesting period, I've really enjoyed the social events we were able to have (under stringent pandemic preventive measures). Bonding activities of the Core Program, social gatherings with different departments, the "Women Leaders" program and charity events have been really special.

We've also been undergoing our transformation, implemented new digital reports and system and a more standard monthly reporting format which is giving us a greater visibility, transparency and better control over the projects which will deliver improved margins and better performance over time. Looking ahead, we have an exciting future. I think if you've read the policy speech from the Chief Executive, Hong Kong is entering a boom for at least the next 5 to 10 years. There are so many amazing opportunities for us to pursue and we are very well positioned with our track record, talented people and standing in the construction community, I think we're going to have a bright future in the coming decade and beyond.

There are areas we need to focus on, we have started our compliance campaign and it's all about us doing things as well as we possibly can and improving day

to day. For example, improving the quality day-to-day, whether its concrete or safety on our sites, we just need to fix things when we see them on sites, each and every one of us. I'm visiting sites almost every day now and walking with our engineers to review safety and progress, trying to improve the overall standards of the projects and ensure that we are delivering on our promises to our clients.

For me, high standards of safety and quality is the key to success. If we can just make small improvements each day, we'll make a big difference to our safety performance, reduce cost and save time as we're not going back and doing rework. There will be a number of other compliance initiatives coming out and I hope that all of our staff understand the reasons for those and get behind them so we can continue to improve the overall performance of our company.



創新科研成果 高效轉化應用 推動社會發展 Fruitful Innovative Research Results Transformed and Applied to Promote Social Development

俊和自2016年成立創新科技品牌Inno@ChunWo以來，成功研發出多項有益社會發展，同時具備商業價值的產品，包括「混凝土組裝合成建築法」（混凝土MiC）、防火防水的組裝合成建築鋼材設計、以及用於維修老化建築物的「快速修補砂漿材料」（R²M²）等。未來，俊和將會繼續研發更多創新物料和技術，以滿足香港對建築服務的強大需求，推動香港經濟增長及社會發展。

Since the establishment of Inno@ChunWo, an innovative technology trademark of Chun Wo, in 2016, the company has successfully developed a number of breakthrough products, including the unique “wall connection system” of Concrete MiC, the fire and water resistance Steel MiC design and the Rapid Repairing Motor Material (R²M²) to restore the load-carrying capacity of reinforced concrete slabs of aging buildings. Chun Wo will continue to develop innovative materials and products in support to Hong Kong’s strong demand for construction services, economic growth and social development.

inn*o*@ChunWo



Inno@ChunWo成立以來已有多項突破，包括R²M²，待完成於實際環境測試並得到屋宇署及房署的批准後，便會推出市場。另外就是應用於混凝土MiC的專利「牆壁連接技術」，早前亦已通過屋宇署的「預先認可機制」（In-principle Acceptance），而此技術的2.0版本會率先運用於市建局大角咀槐樹街重建項目，成為全港首個以此建築技術興建的私人住宅項目。

Inno@ChunWo has achieved many breakthroughs since its establishment. We will launch R²M² officially after completing field tests and obtaining approval from the Buildings Department and the Housing Department. “In-Principle Acceptance (IPA) was granted to our patented Concrete MiC “Wall Connection System” by the Buildings Department. The 2.0 version of this system will be utilized on our private residential project at Ash Street in Tai Kok Tsui developed by the Urban Renewal Authority (URA). This is Hong Kong’s first Concrete MiC private residential project and we are the first contractor to construct using this innovative construction technology.



快速修補砂漿材料 Rapid Repairing Motor Material (R²M²)

俊和建築控股主席李家舜測量師
Sr Lee Ka Lun, Stephen, Chairman of
Chun Wo Construction Holdings



市建局與俊和建築首個混凝土MiC私人住宅項目 URA and Chun Wo pioneer the adoption of Concrete MiC to complete private residential project

俊和的「混凝土MiC」及專利「牆壁連接技術」與巴馬丹拿集團（「巴馬丹拿」）共同研發，此套建築技術的2.0版本將會應用於市區重建局（「市建局」）於九龍大角咀槐樹街5至13號的綜合發展項目，成為香港私人市場首個使用「混凝土MiC」的發展項目，提供69個住宅單位。

俊和與巴馬丹拿此套「混凝土MiC牆壁連接技術」能減少單位內的主力牆身厚度，因而增加室內可用的空間及樓宇設計上的靈活性；而混凝土結構模組的最大優點是耐用性高，日後不用頻密維修和保養，亦容易達至訂明的耐火要求。此外，這類單位的隔音及隔熱方面等效能均表現良好，更切合私樓市場普遍的期望及要求。

“Concrete MiC” and the patented “Wall Connection System” were developed by Chun Wo in partnership with the P&T Group. Chun Wo will apply the 2.0 version of this MiC design to URA’s integrated development project, located at No. 5-13 Ash Street in Tai Kok Tsui, Kowloon. This project, set to provide 69 residential units, will become Hong Kong’s first private residential development project to use the “Concrete MiC” technology.

The Concrete MiC “Wall Connection System” developed by Chun Wo and P&T Group enables the thickness of structural walls to be reduced, thereby increasing their internal usable space and flexibility to suit different building layouts. Concrete-built flats are more durable, without the need for intensive inspection and maintenance, and are able to fulfill the statutory specifications for fire resistance. These flats also excel in insulating against sound and heat, hence are able to meet market expectations and demand from the private sector.

應用混凝土「組裝合成」建築法的市建局大角咀槐樹街重建項目 BIM 外觀模擬圖。
BIM simulation of the URA Ash Street Development Project in Tai Kok Tsui which utilizes Chun Wo’s Concrete MiC system.

淤泥清理機械人 Silt Cleaning Robot

除以上研發成果，Inno@ChunWo亦致力推動「建造機械化」，以應對人手短缺及危險工作帶來的風險。俊和於「屯門污水幹渠修復工程」中引入「淤泥清理機械人」，代替前線員工進入污水渠工作，協助清理沉積在污水渠內逾40年的淤泥。現時機械人已發展至第3代，能從容應付水流過快、水位過高、淤泥過厚等問題。

In addition to the above R&D achievements, Inno@ChunWo is also committed to promoting “Robotics & Automation” in construction in order to respond to the risks associated with manpower shortages and hazardous work. Chun Wo introduced the “Silt Cleaning Robot” to the “Rehabilitation of Trunk Sewers in Tuen Mun” project to save frontline staff from having to enter sewers to clear silt accumulated over 40 years. The robot is now in its third generation of development and can easily solve problems such as rapid water flow, high water level and thick silt.

第一代 夏禹 Xia Yu (龍門一號 Lung Mun I)



初代「淤泥清理機械人」- 夏禹
“Xia Yu” - The first-generation
“Silt Cleaning Robot”

前線員工可遙控操作「夏禹」，透過監控鏡頭實時觀察污水渠內的情況，指揮機械人清理淤泥。

“Xia Yu” is operated by remote control and has a camera that enables frontline employees to monitor the situation inside the sewer in real-time and command the robot to clear silt deposits.

「夏禹」運作了一段時間後，工程團隊發覺其機身對於屯門這條巨型下水道來說過小及過輕，抓泥及推泥的效率未如理想，於是就在「夏禹」的基礎上研發了第二代機械人—「伏羲」。

Following a period of operation, the engineering team felt that “Xia Yu” was too small and light for the huge sewer system found in Tuen Mun. What is more, its efficiency in terms of grabbing and pushing mud was unsatisfactory. The Group consequently developed “Fu Xi”, the second-generation Silt Cleaning Robot, based on the “Xia Yu” model.

第二代 伏羲 Fu Xi (龍門二號 Lung Mun II)



「伏羲」的機身比「夏禹」重，抓泥及推泥能力更高，而且不易被水流沖走；其鏡頭亦能旋轉及升高，更易觀察水道情況；其更配備紅外線超聲波，能透視污水中的淤泥份量，並更準確地感應到淤泥所在位置，令清理過程更準確及有效率。

"Fu Xi" has a heavier body compared with "Xia Yu" and boasts better mud grabbing and pushing capabilities. Its sturdiness makes it difficult for flowing water to wash it away and its lens can also be rotated and raised, allowing operators to observe waterway conditions more easily. In addition, "Fu Xi" is equipped with infrared ultrasound, enabling it to see how much silt is in the sewage system as well as determine the location of silt more precisely, resulting in a more accurate and efficient clearing process.

◀◀ 第二代「淤泥清理機械人」- 伏羲
"Fu Xi" - The second-generation "Silt Cleaning Robot"

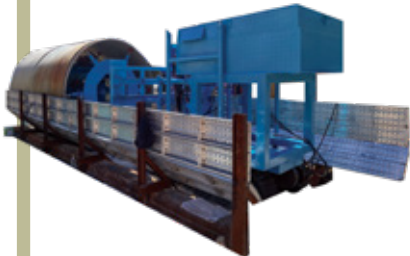


「伏羲」的鏡頭能旋轉及升高，更準確地觀察污水渠的情況。
The lens of "Fu Xi" can be rotated and raised, allowing operators to observe sewage conditions in a more precise manner.



「淤泥清理機械人」發明者翁國華（阿翁）與「伏羲」合照。
Photo of Yung Kwok Wah (Ah Yung), the inventor of the "Silt Cleaning Robot" and "Fu Xi".

第三代 軒轅 Xuan Yuan (龍門三號 Lung Mun III)

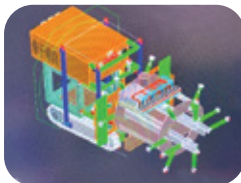


◀◀ 第三代機械人- 軒轅
"Xuan Yuan" - The third-generation "Silt Cleaning Robot"

「淤泥清理機械人」發明者「阿翁」表示，機械人將淤泥清理後，就需要另一個機械人將水管於水底的箱形排水道 (Box Culvert) 中接駁，完成工程。阿翁於是將「夏禹」改造，將其本身用作刮泥的部分拆卸，改為裝上升降台，使之能將玻璃纖維筒抓起並於水底接駁。

Ah Yung, the inventor of the "Silt Cleaning Robot", noted that once the robot had removed the silt, another robot was needed to connect the water pipes in the box culvert under the water in order to complete the project. Hence, Ah Yung upgraded "Xia Yu" by replacing the part used to shovel mud and replacing it with a lift platform, allowing the robot to grab the glass fiber tubes and connect them under the water.

「軒轅」設計圖
"Xuan Yuan" design diagram

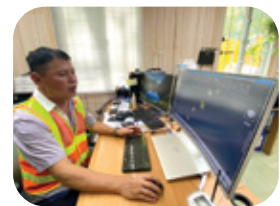


「軒轅」將玻璃纖維筒接駁在一起
(綠色部分乃連接其他污水渠的水管)
"Xuan Yuan" connects the glass fiber tubes (the green part is the water pipe that connects to other sewers)



俊和是全港首家、及至現時為止唯一一家以機械人代替人力到污水渠清理淤泥的建築公司。阿翁表示：「如果沒有機械人，現時便沒有更安全及快捷的方法處理污泥。」而這三代機械人中，有不少配件及組裝都是俊和獨創，例如獨有的「油壓系統」，可以令纖維筒的接駁更準確、機械人的運作更流暢。

Chun Wo is the first and only local construction company today to utilize robots instead of manpower to clean up sludge in sewage drains. Ah Yung said, "Without the use of robots, there are no safer and faster way to clean up the sludge at the moment." Among these three generations of robots, many of the accessories and assemblies are Chun Wo's distinctive creations. For example, the unique "hydraulic system", which allows fiber tubes to be connected more accurately and enables robots to run more smoothly.



◀◀ 阿翁表示如果沒有機械人，現時便沒有更安全及快捷的方法處理污泥。
Ah Yung said other than robots, there is no safer and faster way to clean up sludge at the moment.

其他研發及試驗中的創新項目包括 Other innovative projects under development and trial include:

數碼化轉型 - 智慧工地 Digital Transformation - Smart Site



俊和正在將建築地盤進行數碼化轉型變成「智慧工地」。目前，有四個項目工地已採用不同技術，例如數碼工程監督系統（DWSS）、人工智能監察鏡頭和探測器、智能入口等，推動和集中工作取得進展，以提升工作質量和安全。

Chun Wo is transforming our construction sites into “Smart Sites” by digitalization. At the moment, there are four project sites that have been implemented different technologies such as Digital Works Supervision System (DWSS), AI Monitoring Cameras and sensors, Smart Entrance, etc., to facilitate and centralize work progress to improve work quality and safety.

石湖墟淨水設施之地基工程 - 主體工程第一階段 - 污泥處理設施及132kV主變電站的土木工程被選為其中一個智慧工地。
Provision for Piling Works for Shek Wu Hui Effluent Polishing Plant - Main Works Stage 1 - Civil Works for Sludge Treatment Facilities and 132kV Primary Substation is one of our selected smart sites.

智能地質監測系統結構 (SGMA) Smart Geotechnical Monitoring Architecture (SGMA)

俊和於2020年與香港城市大學(城大)合作開發了智能地質監測系統結構(SGMA)，這是香港首個可24小時用人工智能技術系統收集並分析建築工地的地理空間數據。

SGMA系統由3種感應器組成：水位感應器、傾斜感應器(壁掛式)和傾斜儀。這些感應器均適用於樓宇建造地盤及建築地盤。通過使用雲技術，SGMA自動化可對工地狀況進行實時監察。俊和於不同的建築工地試運行SGMA，使用SGMA可大幅縮短數據處理時間，減少人力及降低成本。

In 2020, Chun Wo partnered with City University of Hong Kong (CityU) to develop a Smart Geotechnical Monitoring Architecture (SGMA), which is Hong Kong's first 24-hour AI technology system to gather and analyse construction sites' geospatial data.

The SGMA system consists of 3 types of sensors: Water Level Sensor, Tilt Sensor (Wall Mount) and Inclinometer. These sensors are applicable for building sites and construction sites. With the use of cloud technology, the automation of SGMA can provide real-time monitoring of site conditions. Trials were carried out in different construction sites and the application of SGMA has hugely reduced data processing time, manpower and cost in the future.



傾斜感應器 (壁掛式)
Tilt Sensor (Wall Mount)



水位感應器
Water Level Sensor



傾斜儀
Inclinometer

淨能櫃 Enertainer



為了保護環境及改善工地狀況，俊和已開始在其中一個項目工地：「石湖墟淨水設施之地基工程」使用由本地初創公司 AMPD Energy開發的發電機「淨能櫃」(Ampd Enertainer)。
To protect our environment and improve site conditions, Chun Wo has started the use of “Ampd Enertainer”, a power generator developed by local startup company AMPD Energy at one of our project sites: “Provision for Piling Works for Shek Wu Hui Effluent Polishing Plant”.

「淨能櫃」是零排放的發電機，可取代建築工地傳統使用的柴油發電機。該發電機配備200KVA的蓄電及電池系統，可同時為工地的焊機、水泵、鋼筋彎曲器等高負荷設備提供穩定可靠的電力，不僅沒有排放廢氣，更可以從監控用戶界面的雲軟件取得使用量數據，可清楚顯示工地進度。此外，電力的成本較柴油便宜。長遠來看，預計該設備可在4年內回本。俊和是率先採用「淨能櫃」的四個本港主要承辦商之一。

The Enertainer is an emission free power generator that can replace the long-used diesel power generators at construction sites. Equipped with a 200KVA electricity storage and battery system, it can supply stable and reliable electricity to high-loading equipment such as welders, water pump, bar benders at work site simultaneously. Not only is it emission free, but the data of usage is also accessible from cloud software monitoring user interface, the best indication of amount of site progress. In addition, electrical power is cheaper than diesel fuel cost. In the long run, the equipment is expected to be paid back in 4 years. Chun Wo is one of the pioneers among three other main local contractors to adopt the use of Enertainer.

除創新建築技術外，集團亦會積極探索其他應用創新科技的可能性，例如於旗下管理的隧道裡加入探測器 (sensor) 及人工智能鏡頭去幫助隧道的管理、保養及維修，及於其設施管理業務中使用抹窗機械人代替人手抹窗工作等等。我們未來將不會只著眼於建築，而會擴展至整個集團，成立Inno@AAI，以研發更多建築以外的技術，提升市民的生活質素。

In addition to utilising innovative construction technologies, the Group will also actively explore the possibility of applying other advanced solutions. This includes adding sensors and AI cameras to the tunnels managed by the Group to help in the management, maintenance and repairs of such tunnels, as well as using window cleaning robots to supplant manual labor in its facility management business. In the future, we will not only focus on construction, but also the expansion of technological applications across the entire Group, hence, Inno@AAI was established to develop more technologies outside of construction, so as to improve the quality of life of citizens.

Novaliches - Balara

輸水隧道4號

(「NBAQ4」) 項目

Aqueduct 4

(“NBAQ4”) project

在過往的俊和通訊中，我們提到俊和的海外項目—在菲律賓馬尼拉的Novaliches至Balara輸水隧道4號（「NBAQ4」）項目和隧道鑽挖機的挖掘工作。這是俊和在菲律賓承接的首個項目，為馬尼拉水務歷來最大型和最重要的供水基礎設施項目之一。

In our previous issue, we talked about our overseas project - the Novaliches-Balara Aqueduct 4 (“NBAQ4”) project and the tunnel boring machine (TBM) work in Manila, the Philippines. It is the first project that Chun Wo has undertaken in the Philippines to build one of Manila Water’s largest and most important water infrastructure projects to date.



俊和通訊

在過往俊和通訊刊載的
項目概覽
Overview of the project
in our past issue

2021年8月14日，當地項目團隊舉辦了一場線上祝賀儀式，慶祝隧道鑽挖機的貫通，因為它的鑽頭已到達拉梅薩水庫的出水口豎井。該儀式不僅代表項目的取得重大突破，更標誌著俊和的一個重要里程碑，成功進軍東亞市場。

On 14 August 2021, the local project team hosted a virtual ceremony to celebrate the breakthrough of the TBM, as its cutter head reached the exit shaft at the La Mesa Reservoir. Not only did the ceremony represent a significant breakthrough for the project, but it also marked an important milestone for Chun Wo; its successful entry into the East-Asia market.

俊和署理行政總裁馬賓狄先生談及該項目所採用的創新解決方案：「我們很榮幸能夠憑藉集團在隧道及複雜工程項目方面的經驗，為馬尼拉的輸水網絡建設作出貢獻。鑑於當地的限制，如交通擠塞及建築技術水平較為有限，我們自2017年與馬尼拉水務簽訂NBAQ4設計及建造合約之後，曾先後探討不同的施工方法。其後我們使用特別設計的土壓平衡隧道鑽挖機開發了創新的解決方案，包括雙鉸接式護盾可用於80米的半徑彎道，同時開發了特別預製的環狀設計。」

Mr. Boyd Merrett, Acting Chief Executive Officer of Chun Wo, discussed the innovative solutions adopted in the project. "We are proud to contribute to the construction of the Water Conveyance Network in Manila by leveraging our experience in tunneling and complex engineering projects. In view of local constraints, which include traffic congestion and the relatively limited variety of construction techniques available, we explored different construction methods from the earliest stages of the NBAQ4 design-and-build contract with Manila Water back in 2017. We subsequently developed innovative solutions through the use of a specially designed Earth Pressure Balance (EPB) TBM which features a double articulated shield to navigate 80m radius curves, and the development of a special pre-cast ring design."



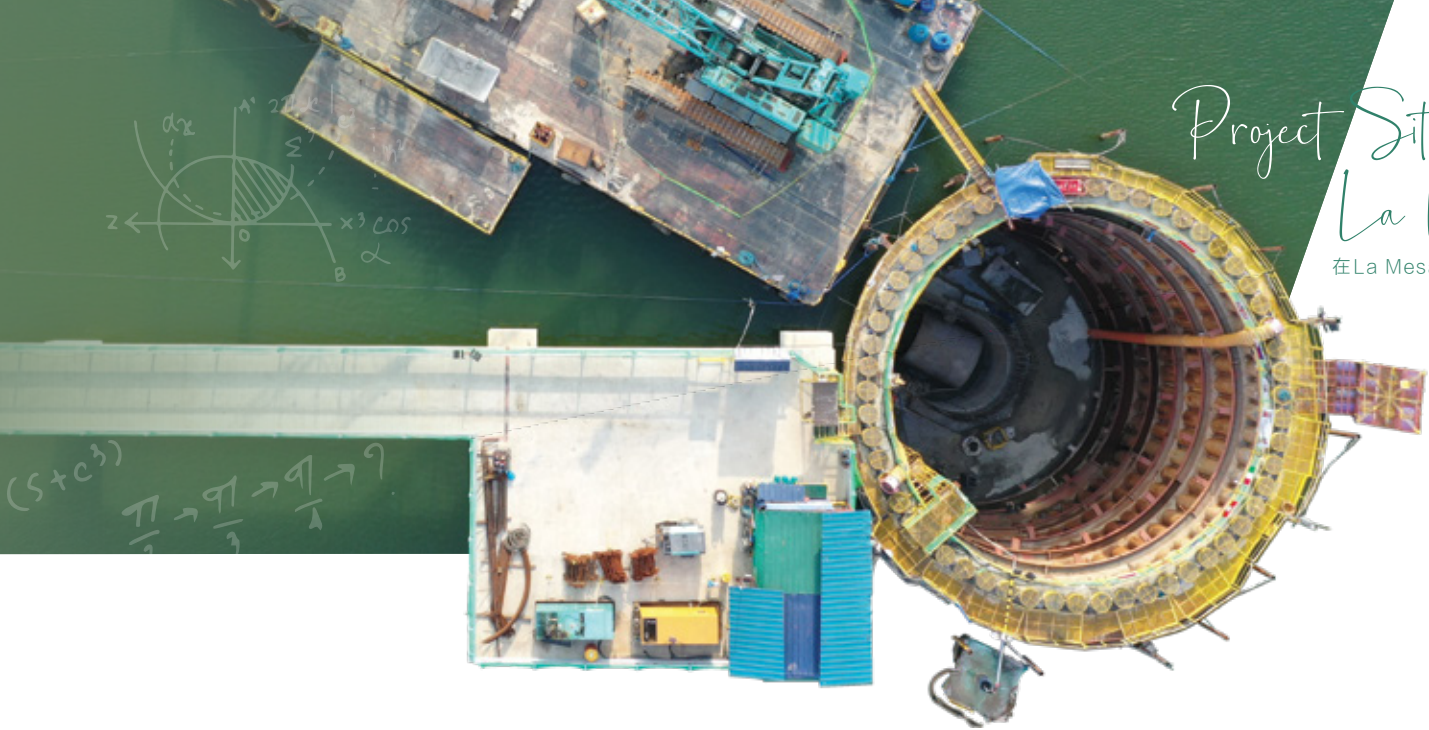
隧道鑽挖機「Dalisay」
TBM “Dalisay”

俊和署理行政總裁馬賓狄先生參加
線上慶祝儀式。
Mr. Boyd Merrett, Acting Chief
Executive Officer of Chun Wo, at
the Virtual Breakthrough Ceremony.



Project Site at La Mesa

在 La Mesa 的項目地盤

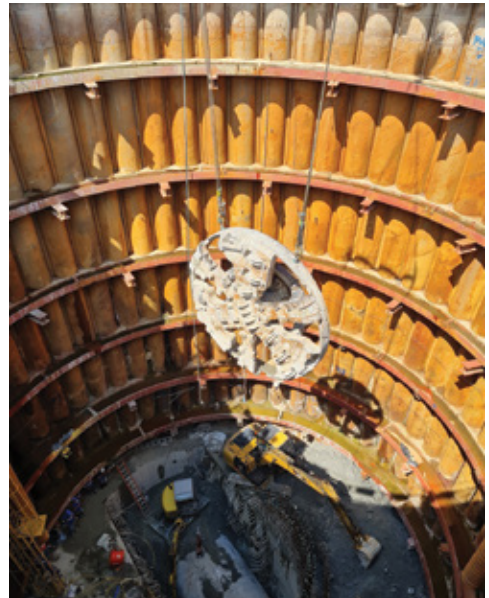


隧道鑽挖機部件的清潔和修復工作。
Cleaning and restoration work on TBM components.

在 La Mesa 水庫的進水口圍堰達 29 米深。
The 29 m deep intake cofferdam in the La Mesa reservoir.

隧道鑽挖機「Dalisay」順利完成 7.3 公里長的隧道開挖任務，亦在 La Mesa 水庫完成鑽挖一個 29 米深的進水口圍堰。項目團隊隨後通過入口豎井進行安全拆除隧道鑽挖機及其所有組件。所有組件在抵達岸上之後被運送至位於 Pagasa 的主要項目地盤。隧道鑽挖機組件的清潔和修復工作現正在 Pagasa 進行中，隨後會在全球市場拍賣。

The TBM "Dalisay" has successfully completed its 7.3 km tunnel excavation mission, and the 29m deep intake cofferdam at the La Mesa reservoir has also been completed. The project team subsequently ensured the safe removal of the TBM and all of its components via the intake shaft. Once brought ashore, everything was then transported to the main project site at Pagasa. Cleaning and restoration work on TBM components is currently in progress in Pagasa and will be auctioned in the global market.



隧道鑽挖機被拆除後，進水口結構的建造已經恢復，預計於 2022 年 2 月竣工。竣工後，該結構的總高度將為 34 米。
Following the TBM removal, the construction of the intake structure has resumed and is targeted for completion in February 2022. Upon completion, the total height of the structure will be 34m.

管道安裝包括兩根內徑為 2.5 米的鋼管，分別連接輸水隧道 3 號和輸水隧道 2 號。
Pipework installation consists of two 2.5 m internal diameter steel pipes that are connected to Aqueduct 3 and Aqueduct 2.

整個 NBAQ4 項目預計將於 2022 年完成。屆時，在位於 Quezon 市 Novaliches 至 Balara 之間最人口稠密地區的長期供水服務將得到改善。

The whole NBAQ4 project is expected to be completed in 2022. By then, the long-term water supply services in the most populated area, stretching between Novaliches and Balara, in Quezon City, will be improved.



Project

中環灣仔繞道 — 北角段隧道及東區走廊連接路工程 — 東岸公園主題區海濱長廊
Central - Wan Chai Bypass - Tunnel (North Point Section) and Island Eastern Corridor Link -
Design and Construction of Quick Win Promenade



君蘇工程發展有限公司
Amain Engineering Development Limited

Project

林大輝中學 — 新翼校舍改建及加建工程的主合約
Main Works Contract For Alterations and Additions Works
of New Annex for Lam Tai Fai College



俊和建築有限公司
Chun Wo Building Construction Limited

「SOYO雋薈」 於2022年1月2日開售

“SOYO”

Started Sale on 2 January, 2022

由益兆集團控股及俊和發展集團（「俊和」）發展的旺角鼓油街新盤「雋薈SOYO」，於今年1月2日開售⁴，推出項目全數120伙開放式單位。

“SOYO”, a brand-new boutique residential project jointly developed by Excel Billion (HK) Limited and Chun Wo Property Development Holdings Limited (“Chun Wo”) kicked off sale of all of its 120 studio flats on 2 January 2022⁴.

SOYO雋薈於2021年12月22日公布首張價單推出首批70伙，其後於12月29日加推餘下50伙。單位全屬開放式，實用面積由152平方呎至228平方呎³，折實售價由\$3,388,000至\$6,565,000，折實呎價由\$21,881至\$31,644，折實平均呎價\$24,758^{1,2}。SOYO雋薈位於旺角鼓油街63號的核心地段，交通文娛配套一應俱全。

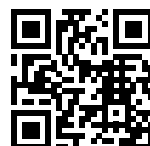
The first batch of 70 SOYO units was launched on 22 December, 2021, followed by the second batch of the remaining 50 units on 29 December. All 120 units are studio flats, with a saleable area ranging from 152 to 228 square feet³ at discounted price of between HK\$3.388 million to HK\$6.565 million, or HK\$21,881 to HK\$31,644 per square foot, averaging at HK\$24,758 per square foot^{1,2}. At No. 63, Soy Street, in the heart of Mong Kok, SOYO offers convenient access to a complete range of transportation and entertainment facilities.



地區 District	旺角 MONG KOK
座數 No. of Tower	1 座 Tower
住宅單位數目 No. of units	120
實用面積 Saleable Area	152-228 平方呎 sq. ft.
開售日期 ⁴ First Sales Date ⁴	02 / 01 / 2022
折實售價 ^{1,2} The discounted price ^{1,2}	HK\$3,388,000 – HK\$6,565,000

詳情請參閱SOYO雋薈網頁
For more detail, please refer to SOYO website

<https://www.soyo.hk>



區域：旺角 | 發展項目所位於的街道及由差餉物業估價署署長編配的門牌：豉油街63號(此臨時門牌號數有待發展項目建成時確認) | 賣方為施行《一手住宅物業銷售條例》第二部而就發展項目指定的互聯網網站網址：www.soyo.hk | 查詢熱線：2898 2001 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。

District: Mong Kok | Name of the street at which the Development is situated and street number allocated by the Commissioner of Rating and Valuation: 63 Soy Street (This provisional street number is subject to confirmation when the Development is completed.) | The address of the residential development proposed by the Vendor for the Development for the purposes of Part 2 of the Residential Properties (First-hand Sales) Ordinance: www.soyo.hk | Enquiry Hotline: 2898 2001 | 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：興漢(香港)有限公司，開發有限公司 | 賣方的控權公司：彩碧有限公司, Big Huge Holdings Limited, Earning Hero Limited | 發展項目的認可人士：周德瀾先生 | 認可人士以其專業身分擔任經管人、董事或僱員的商號或法團：周余石(香港)有限公司 | 發展項目的承建商：請向賣方能力所知，於本廣告發布之日，未有聘用發展項目的承建商，就發展項目中的住宅物業的出售而代表擁有入行事務的律師事務所：存士打律師行 | 已為發展項目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名稱：創興銀行有限公司 | 已為發展項目的人士提供借貸貸款的任何其他人：不適用 | 賣方所知的發展項目的預計關鍵日期：2024年3月31日(預計關鍵日期由發展項目之認可人士提供及受到買賣合約所允許的任何有關期所規限的。) | 本廣告及其任何內容僅供參考，並不構成任何不保證或任何不顯示或隱含之合約條款、要約、陳述、承諾或保證(不論是含有關期) | 賣方保留權利不時更改發展項目或其任何部分之建築圖則及其他圖則、設計、裝置、裝修物料及設備之提供以買賣合約條款為準。發展項目設計以相關政府部門不時批准者為準。發展項目及其周邊地區日後可能出現改變。住宅物業市場情況不時變化，準買家應衡量其財務情況及負擔能力及所有相關因素作出決定購買或於何時購買任何住宅物業，於任何情況或時間，準買方不應以本廣告/宣傳資料之任何內容、資料或概念作依據或受其影響決定購買或於何時購買任何住宅物業。賣方建議準買方參閱有關售樓說明書，以了解發展項目的資料。詳情請參閱售樓說明書。 | 本廣告由賣方發布或在賣方的同意下由另一人發布。 | 印製日期：2022年2月15日。

備註：

1. 詳情請參閱第1號及價單第2號。所述之最高及/或最低折實售價是以價單第1號及價單第2號中的120個劃分的住宅單位之售價以支付條款「現金或即時按揭付款計劃 - 180天完成」折扣計算，經計算相關支付條款及/或適用折扣(包括7%付款計劃優惠、「旺角核位」優惠、支付條款1%、「SOYO」讓動、優惠1%、「接駁上車房」，置業售價折扣1%後之最高及/或最低成交額(因應相關支付條款及/或適用折扣(如有)按售價算得出之價目，皆向上捨入至最接近的千位數)。所述之最高及/或最低折實呎價為以前述方法計算得出的最高及/或最低折實售價除以該單位之實用面積，以四捨五入方式換算至個位數顯示。所述之折實平均呎價為價單第1號及價單第2號中的120個劃分的住宅單位的折實售價總和除以該批單位之實用面積總和，以四捨五入方式換算至個位數顯示。銷售安排詳情請留意及參閱賣方已經或將公佈之銷售安排資料。賣方保留權利不時決定或更改任何之價單或有關銷售安排資料，一切以最新發出之價單及銷售安排為準。另請參閱註2。
2. 所有支付條款、折扣及優惠詳情請參閱相關價單。所有售價、支付條款、折扣、贈品、財務優惠及利益亦以相關價單及交易文件條款為準。賣方有權亦可不時更改不同住宅物業之售價、支付條款、折扣、贈品、財務優惠或利益，且不同住宅物業可能會於不同時間售出，相關買家可能並不獲通知本廣告/宣傳資料內提及之住宅物業，亦可能並非適用或未能獲得本廣告、宣傳資料內提及之相關支付條款、折扣、贈品、財務優惠或利益，另市場情況不時變化(包括可能有不同發展項目不時推出，或不同發展項目推出或改動其支付條款、折扣、贈品、財務優惠或利益等)，故本廣告/宣傳資料內提及之任何價目、折扣、優惠等或其他任何內容可能與實際情況有異而不適用。本廣告/宣傳資料提及之價目、金額、計算方法並不涵蓋所有住宅物業、所有支付條款、所有支付條款下之每一折扣或優惠及所有支付條款下之每一情況或可能性，請予注意。
3. 住宅物業的實用面積(包括構成住宅物業一部分的露台、平台及陽台(如有)的樓面面積)是以《一手住宅物業銷售條例》第8條計算得出的。
4. 銷售安排詳情請留意及參閱賣方已經或將公佈之銷售安排資料。賣方保留權利不時決定或更改銷售日期與時間、銷售方式、銷售地點、截止上列購買意向登記日期與時間、截籤日期與時間及抽籤結果公布日期與時間等安排，一切以最新發出之銷售安排為準。
5. 備註有中英文本。如果兩者之間在文義上存在衝突，一切以中文文本為準。
6. 電腦模擬效果圖屬賣方對發展項目之想像，僅供參考。電腦模擬效果圖並非按比例製作，並不反映發展項目或其任何部分落成後之外觀或景觀。電腦模擬效果圖內發展項目及其周邊之建築物、設施及環境經簡化處理且並無顯示。電腦模擬效果圖所示之設施、裝置、裝修物料、設備、裝飾、燈飾、傢俬、陳設、物件、園藝及其他物件等並非交樓標準，未必會在日後落成的發展項目或其附近範圍內出現。發展項目外圍之冷氣機、喉管、柵欄及吊橋等物亦無顯示。賣方保留權利可隨時更改建築圖則，亦以政府相關部門最終批准者為準。住宅物業交樓標準裝置、裝修物料及設備以買賣合約條款為準，詳情請參閱售樓說明書。賣方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。電腦模擬效果圖不構成或不得詮釋或賣方作出任何不顯示或隱含之要約、陳述、承諾或保證。準買家切勿以電腦模擬效果圖作任何用途或目的。

Vendor: Asia Hero (HK) Limited, Open Bright Limited | Holding companies of the Vendor: Rainbow Jasper Limited, Big Huge Holdings Limited, Earning Hero Limited | Authorized Person for the Development: Mr. Chau Tak Ho Kenneth | The firm or corporation of which the Authorized Person is a proprietor, director or employee in his or her professional capacity: CYS Associates (Hong Kong) Limited | Building Contractor for the Development: To the best of the Vendor's knowledge, no building contractor for the Development has been appointed as at the date of publishing this advertisement. | The firm of solicitors acting for the owner in relation to the sale of residential properties in the Development: Mayer Brown | Any authorized institution that has made a loan, or has undertaken to provide finance, for the construction of the Development: Chong Hing Bank Limited | [Any other person who has made a loan for the construction of the Development: Not Applicable] | To the best of the Vendor's knowledge, the estimated material date for the Development: 31 March, 2024 (The estimated material date is provided by the Authorized Person for the Development and is subject to any extension of time that is permitted under the agreement for sale and purchase.) | Prospective purchasers are advised to refer to the sales brochure for any information on the Development. This advertisement is published by the Vendor or with the consent of the Vendor. | Market conditions may change from time to time. Prospective purchasers shall consider their financial status and ability to afford and all relevant factors before deciding whether to purchase or when to purchase any residential property. In any circumstances or at any time, prospective purchasers shall not rely on or be affected by any content, information or concept of this advertisement/promotional material in deciding whether to purchase or when to purchase any residential property. | The Vendor reserves the right to alter the building plans and other plans, the design, fittings, finishes and appliances of the Development and any part thereof from time to time. The provision of fittings, fixtures and appliances is subject to the provisions of the agreement for sale and purchase. The design of the development shall be subject to the final approved plans of the relevant Government department(s). There may be future changes to the development and its surrounding areas. This advertisement and contents thereof are for reference only and do not constitute and shall not be construed as constituting any contractual term, offer, representation, undertaking and warranty, whether express or implied (whether related to view or not). | Last updated on: 15 Feb 2022

Remarks:

1. Please refer to Price List No. 1 and Price List No. 2 for further details. The stated highest and/or the lowest discounted selling prices are calculated based on the discount offered by the payment term of "Cash or Immediate Mortgage Payment Method - 180 Days Completion" on the selling price of the 120 residential units specified in Price List No. 1 and Price List No. 2, and are the highest and/or the lowest transaction amounts (the prices, which are calculated in accordance with the relevant payment terms and/or applicable discounts (if any) and rounded up to the nearest thousand) after calculating related payment terms and/or applicable discounts (including the 7% payment plan discount, 1% "Mong Kok Metropolis Living" discount, 1% "Dynamic SOYO" discount, and 1% "Home Starter" discount). The stated highest and/or the lowest discounted price per square foot is the highest or the lowest discounted price (calculated using the aforesaid method) divided by the saleable area of the unit and is shown having been rounded up or down to the nearest single digit. The stated discounted average price per square foot is resulted from the division of the sum of the discounted selling prices of the 120 residential units specified in Price List No. 1 and Price List No. 2 by the sum of the saleable area of the units and is shown having been rounded up or down to the nearest single digit. For details about the sales arrangements, please note and refer to the information on the sales arrangements previously announced or that will be announced from time to time by the Vendor. The Vendor reserves the right to determine or amend different price lists or the information on relevant sales arrangements from time to time. In this regard, the latest issued price lists and sales arrangements shall prevail. Please also see Note 2.
2. For details about all payment terms, discounts and offers, please refer to the relevant price lists. All selling prices, payment terms, discounts, gifts, financial offers and benefits are also subject to the relevant price lists and terms stated in the transaction documents. The Vendor has the right to change and may change the selling prices, payment terms, discounts, gifts, financial offers and benefits of different residential properties from time to time. Different residential properties may be sold at different times and the relevant buyers may not purchase the residential properties mentioned in these advertisement/promotional materials, and may not select or be entitled to the payment terms, discounts, gifts, financial offers or benefits mentioned in these advertisement/promotional materials. Moreover, market conditions change from time to time (including the possible launch of different development projects from time to time, or certain development projects potentially introducing or changing payment terms, discounts, gifts, financial offers or benefits), hence prices, discounts, special offers or other contents mentioned in these advertisement/promotional materials may differ from the actual situation and therefore may not be applicable. Please note that the prices, amounts and calculation methods mentioned in these advertisement/promotional materials do not cover all residential properties, all payment terms, every discount or special offer under all payment terms and every situation or possibility under all payment terms.
3. The saleable area of each residential property (including the floor areas of terraces, utility platforms and balconies (if any) forming part of the residential property) is calculated in accordance with Section 8 of the "Residential Properties (First-Hand Sales) Ordinance".
4. For details about the sales arrangements, please note and refer to the sales arrangements announced, or to be announced from time to time, by the Vendor. The Vendor reserves the right to determine and amend the sales date and time, sales method, sales location, cut-off date and time for submission of registration of purchase intent, ballot date and time, and the date and time of the ballot results announcement, all subject to the latest issued sales arrangements.
5. These remarks have both Chinese and English versions. The Chinese version shall prevail in the case of conflicts in meaning between the two versions.
6. The conceptual design drawing only represents the maker's impression of the development and is for reference only. It is not drawn to scale and does not represent the external appearance or view of or from the development or any part thereof after completion. The building, facilities and environment of the development and its vicinity shown in the conceptual design drawing may have been simplified or omitted. The facilities, fittings, finishes, appliances, decorations, lighting, furniture, displays, plants, landscaping and other objects shown in the conceptual design drawing are not standard provisions, and may not appear in the development or its vicinity upon completion. Air-conditioning units, pipes, grilles and gondolas at the external walls are also omitted. The Vendor reserves the right to alter the building plans which shall be subject to the final approval of the relevant Government department(s). Standard provisions fittings, finishes and appliances of residential properties shall be subject to the terms and conditions of the agreement for sale and purchase stated in the sales brochure for details. The Vendor advises prospective purchasers to conduct an on-site visit for a better understanding of the development site, its surrounding and the public facilities nearby. The conceptual design drawing does not constitute and shall not be construed as the Vendor making any express or implied offer, representation, undertaking or warranty. Prospective purchasers should not rely on the conceptual design drawing for any purpose or use whatsoever.

燕 窩
SOYO



成就獎項 Awards

(2021年 3月至2022年1月 March 2021 to January 2022)



職業安全健康局

Occupational Safety and Health Council ●

第十九屆香港職業安全健康大獎

The 19th Hong Kong Occupational Safety & Health Award

安全表現大獎(建造業組別) — 卓越

Safety Performance Award (Construction Industries) – Excellence

- 俊和聯營 — 總寫字樓
Chun Wo Joint Venture (Head Office)
- 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

安全表現大獎 — 傑出

Safety Performance Award – Outstanding

- 俊和建築有限公司
Chun Wo Building Construction Limited

安全管理制度大獎(建造業組別) — 優異獎

Safety Management System Award (Construction Industries) – Merit Award

- 俊和建築工程有限公司 — 總寫字樓
Chun Wo Construction and Engineering Co., Ltd. (Head Office)

工作安全行為大獎 — 銅獎

Work Safe Behaviour Award – Bronze Award

- 俊和地基工程有限公司 — 安達臣道石礦場 RS-1 地盤公營房屋發展計劃的地基工程
Chun Wo Foundations Ltd. – Foundation for Public Housing Development at Anderson Road Quarry Site RS-1

建造業議會

Construction Industry Council ●

「生命第一」2021 安全推廣活動

Life First Campaign 2021

感謝狀 — 最積極參與工程項目

Certificate of Recognition - Most Engaging Construction Project

- 俊和地基工程有限公司 — 合約號碼 20200124安達臣道石礦場R2-5地盤公營房屋發展計劃的地基工程及美東邨重建計劃的拆卸工程(較舊部分)
Chun Wo Foundations Limited – HKHA Contract No.: 20200124 Foundation for Public Housing Development at Anderson Road Quarry Site R2-5 and Demolition for Redevelopment of Mei Tung Estate (Older Part)
- 俊和建築工程有限公司 - 香港迪士尼樂園度假區項目 — 阿德爾樂園工程
Chun Wo Construction and Engineering Co., Ltd. - Hong Kong Disneyland Resort Project – Arendelle Completion Works

建造業議會傑出承建商大獎 2021

CIC Outstanding Contractor Award 2021

專門行業承造商 — 環境、社會及管治獎

Specialist Contractor - Environmental, Social and Governance Award

- 俊和地基工程有限公司
Chun Wo Foundations Limited



職業健康大獎 2020-21

Occupational Health Award 2020-21

好心情@健康工作間大獎(企業/機構組)

金良好機構大獎

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

- 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
- 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 and Engineering Co., Ltd. - Contract No.: SSF512 Construction of Re-provisioning Facilities at Hong Ning Road Park and Ngau Tau Kok Fresh Water Service Reservoir
- 俊和建築工程有限公司 — 屯門污水幹渠修復工程
Chun Wo Construction and Engineering Co., Ltd. – Rehabilitation of Trunk Sewers in Tuen Mun

聽覺保護大獎 — 良好表現大獎

Hearing Conservation Best Practices Award - Merit Award

- 俊和建築工程有限公司 — 曉明街公共租住房屋之建造工程
Chun Wo Construction and Engineering Co., Ltd. – Construction of Public Housing Development at Hiu Ming Street

發展局及建造業議會

Development Bureau and CIC ●

第27屆公德地盤嘉許計劃

The 27th Considerate Contractors Site Award Scheme

工務工程(新建工程) — 優異獎

Public Works (New Works) – Merit Award

- 群利 - 俊和聯營 — 渠務署合約編號：DC/2018/07 石湖墟淨水設施 - 主體工程第一階段 - 污水處理設施的土木工程
Kwan Lee - Chun Wo Joint Venture – DSD Contract No.: DC/2018/07 Shek Wu Hui Effluent Polishing Plant - Main Works Stage 1 - Civil Works for Sewage Treatment Facilities

工務工程(維修、保養、改建及加建工程) — 優異獎

Public Works (RMAA Works) – Merit Award

- 俊和聯營 — 建築署合約編號：TC F928 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 – ASD Contract No.: TC F928 Term Contract for the Maintenance of Slopes for which the ASD (PSB) is Responsible for the Government of the HKSAR [Designated Contract Area: HK Island & Outlying Island (South)]



Achievements

香港註冊承建商商會 Hong Kong Registered Contractors Association

不同種族建造從業員安全獎勵計劃2020-2021 2020-2021 Construction Safety Incentive Scheme for Construction Practitioners of Diverse Race

管工組別 — 優勝者

Management Award Level – Winner

- 俊和建築工程有限公司 — 屯門污水幹渠修復工程 - Limbu Ram Kumar 先生
Chun Wo Construction and Engineering Co., Ltd. – Rehabilitation of Trunk Sewers in Tuen Mun - Mr. Limbu Ram Kumar



香港建造商會 Hong Kong Construction Association

香港建造商會建造業安全大獎 2021 HKCA Construction Safety Awards 2021

- 俊和建築工程有限公司
Chun Wo Construction and Engineering Co., Ltd.
- 俊和地基工程有限公司
Chun Wo Foundations Limited



商界環保協會 Business Environment Council

商界環保協會 (BEC) 低碳約章 Business Environment Council (BEC) Low Carbon Charter

- 俊和建築控股有限公司
Chun Wo Construction Holdings Co., Ltd.

日內瓦國際發明展 2021 Geneva International Exhibition of Inventions 2021

「Gold Plus」獎項 "Gold Plus" Award

- 有效維修老化樓宇的快速修補砂漿材料
The Rapid Repairing Mortar Material (R2M2) for Efficient Maintenance of Ageing Buildings



新工程合約獎 2021 New Engineering Awards (NEC Awards) 2021

年度水利工程項目 NEC Water Contract of the Year

- 群利 - 俊和聯營 — 石湖墟淨水設施 - 主體工程第一階段 - 污水處理設施的土木工程
Kwan Lee - Chun Wo Joint Venture – Shek Wu Hui Effluent Polishing Plant Main Works Stage 1 Civil Works for Sewage Treatment Facilities



年度承建商-高度讚揚獎 NEC Contractor of the Year Highly Commended

- 安樂 - 俊和 - 明興聯營 — 沙田濾水廠原地重置工程(南廠) - 濾水廠及附屬設施
ATAL-Chun Wo-Ming Hing Joint Venture – In situ Re-provisioning of Sha Tin Water Treatment Works (South Works) Water Treatment Works and Ancillary Facilities



建造業運動及義工計劃 Construction Industry Sports & Volunteering Programme

優秀社福機構協作 — 優異獎 Outstanding Social Welfare Organisation Cooperation – Merit Award

非凡建造業義工項目 — 優異獎

Outstanding Construction Volunteering Project – Merit Award

- 香港家庭福利會 及 俊和建築工程有限公司 — 「燃亮童夢」計劃
Hong Kong Family Welfare Society & Chun Wo Construction and Engineering Limited – "Dream Your Dream" Program

聯合國兒童基金香港委員會 The Hong Kong Committee for UNICEF

母乳餵哺友善工作間 Breastfeeding Friendly Workplace

- 俊和建築控股有限公司
Chun Wo Construction Holdings Co., Ltd.



香港工業總會 The Federation of Hong Kong Industries

「5年+工業獻愛心」愛心關懷標誌 "Industry Cares 5+" Caring Logo

- 俊和建築控股有限公司
Chun Wo Construction Holdings Co., Ltd.



關懷弱勢需要 幫助社區

Caring for the Needs of the Disadvantaged Helping the Community

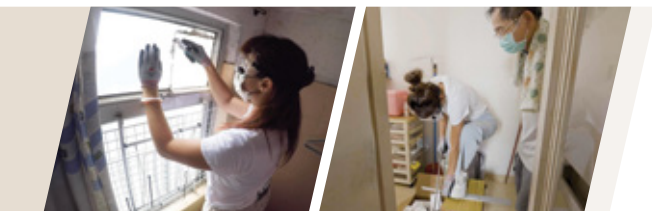
俊和多年來致力回饋社會，履行社會企業責任。儘管去年仍然受疫情影響，亦無阻一班俊和同事參與義工服務的熱情，努力透過不同機會幫助弱勢小眾，受惠的包括長者、學生、以至動物團體。現在我們一起來回顧俊和去年的企業社會責任活動（CSR）吧！

Over the years, Chun Wo has been committed to giving back to society and fulfilling its social corporate responsibilities. Although we have continued to be affected by the pandemic last year, our colleagues remain enthusiastic about volunteer services, extending their care and support to the underprivileged, including the elderly, students and animal organizations, in various ways. Let's take a look at the corporate social responsibility (CSR) activities they joined last year!

1. 俊和 X 同行共創 CoCreative 年度社企計劃「小修繕，大意義」 Chun Wo X CoCreative Annual Social Enterprise Partnership "Repair Givers"



俊和企業傳訊部職員Aidan（右一）、築夢女生成員Pinky（右二）、Tiffany（右三）及同行共創代表William（左二）跟戶主伍姐（左一）聊天，了解其需要。
Aidan from Chun Wo's Corporate Communications Department (first on right), Pinky (second from right) and Tiffany (third from right) from Dream Girls, and William from CoCreative Partners (second from left) talk to the tenant, 伍姐Ng Jie (first on left), to understand her needs.



築夢女生成員Tiffany及Pinky努力進行修繕。
Tiffany and Pinky from Dream Girls work hard to carry out the repairs.

俊和每年都會跟社福機構合作，回饋社會。2021年，我們聯同俊和年度社會企業責任合作夥伴「同行共創 CoCreative Partners」進行一連串名為「小修繕，大意義」的家居修繕活動，改善長者住屋環境，同時聆聽他們的需求，送上關愛。

2021年6月及8月，「築夢女生」成員分別到訪位於新蒲崗以及長沙灣海麗邨的兩個長者家庭，為她們的家居提供小修繕外，成員亦陪伴長者戶主到酒樓「飲茶」、聊天、亦為當中行動不便的戶主購買糧食等，一同渡過有意義的時間。

我們在本年度內會繼續招募同事以及合作伙伴；包括供應商、分包商等一起當義工為長者進行家居小修繕，鼓勵大家積極行善！

Each year, Chun Wo cooperates with social welfare organizations to give back to the society. In 2021, we joined hands with Chun Wo's CSR partner of the year, "CoCreative Partners", to carry out a series of home renovation activities named "Repairs Givers", with the aims of improving the housing environment of elderly, listening to their needs and giving them care and love.

In June and August 2021, members of "Dream Girls" visited two elderly families in San Po Kong and Hoi Lai Estate, Cheung Sha Wan. In addition to making minor repairs to their homes, they also accompanied the elderly residents to yum cha, talked with them and bought food for one of the disabled elderly residents, spending meaningful time together.

This year, we will continue to encourage colleagues and partners, including suppliers and subcontractors, to take part in volunteer work and conduct home repairs for the elderly, in line with our desire to inspire everyone to do good deeds!



掃描二維碼收看活動影片：
Scan the QR code to watch the event video:

YouTube



Corporate Social Responsibility



義工及同學們親手整作的心意卡。
Volunteers and students make greeting cards.

社區中心的長者進行視像活動及接受義工們送贈的關愛包。
Elderly join a video activity at the community center and receive care packages from volunteers.

2. 俊和 X 聖雅各福群會： 非政府組織合作「燃亮童夢計劃」 Chun Wo x St. James' Settlement: NGO Partnership "D.R.E.A.M. Your Dream" Programme



俊和義工們整理送給長者的關愛包。
Chun Wo's volunteers prepare care packages for the elderly.

俊和於2021年與聖雅各福群會合作推廣「正向教育」的理念，為5間小學總計約80名小學生提供「正向品格」工作坊及體驗活動。是次合作目的協助小學生樹立良好品格，建立包容共融的社會。

2021年4月，俊和義工們就聯同參加了計劃的學生一起透過ZOOM，視像探訪長發安老院的長者，實踐在計劃中學到的理念，主動關心社區中的長者。他們透過網絡跟老友記玩遊戲，除了一起玩猜猜畫畫、大電視、猜燈謎之外，還一起練習了可以促進健康的「十巧手」簡易保健運動。最後，義工們亦將早前親手製作的「關愛包」，內有由學生製作的心意卡、以及食物和日用品，派給各位老友記作禮物，表達關懷之餘亦一起渡過了一個歡樂的下午。

Chun Wo partnered with St. James' Settlement to promote the concept of "Positive Education" in 2021, providing "Positive Character" workshops and experiential activities to around 80 students from five primary schools. The purpose of this collaboration is to help primary school students build good character and inspire them to build an inclusive society.

In April 2021, Chun Wo's volunteers and students who participated in the project connected with elderly residents at Cheung Fat Home for the Elderly through ZOOM. They practiced the skills learned during the project and took the initiative to care for the elderly in the community. They played games with the elderly through the Internet. In addition to playing Pictionary, Big TV and guessing lantern riddles, they also practiced a simple healthcare exercise - "Ten-Hand Exercises" (十巧手). Finally, the volunteers gave the "care packages" that they had packed, which included a greeting card made by students, food and daily necessities, to the elderly, delivering their love and care and spending a pleasant afternoon together.

3. 造業海岸清潔日 Construction Industry Shoreline Cleanup Day



俊和義工們參與造業海岸清潔日。
Chun Wo volunteers take part in the Construction Industry Shoreline Cleanup Day.

一班俊和義工同事於2021年7月17日參加了由建造業運動及義工計劃（CISVP）主辦的「建造業海岸清潔日」。當日，他們到西貢小棕林清潔海灘上的垃圾，減少廢物對海岸造成的污染。一眾同事們在烈日當空下埋頭苦幹，為海岸保護出一分力！

A group of Chun Wo staff volunteers participated in the "Construction Industry Shoreline Cleanup Day" organized by the Construction Industry Sports & Volunteering Programme (CISVP) on 17 July 2021. On that day, they went to Little Palm Beach in Sai Kung to clean up rubbish on the beach, with the aim of reducing shoreline pollution caused by the waste. The team worked hard under the scorching sun to protect the shoreline!



義工們忙於清理海灘上的垃圾。
Volunteers are busy clearing rubbish from the beach.

4. 清潔貓舍活動 Cat Shelter Cleanup Service

義工們於貓舍進行清潔活動。
Volunteers helping at the cat shelter.



於2021年8月29日，俊和聯同香港拯救貓狗協會舉辦「清潔貓舍活動」。一班義工同事到訪香港拯救貓狗協會的貓舍進行清潔，並為貓隻準備食物等，跟受惠約60隻「喵星人」渡過了歡樂的下午！

Chun Wo teamed up with HK Saving Cat and Dog Association to organize a "Cat Shelter Cleanup Service" on 29 August 2021. A group of staff volunteers visited the association's cat shelter to do cleaning work and prepare food for the resident cats. They had a joyful afternoon serving around 60 cats!



掃瞄二唯碼收看活動影片：
Scan this QR code to watch the event video:



一眾嘉賓為活動揭開序幕。 >>
Special guests kick off the event.

6. 愛跑·河上鄉 Lifewire Run 2021

「Lifewire Run 2021愛跑·河上鄉」慈善跑於2021年11月14日於上水河上鄉鄉公所圓滿舉行！LifewireRun慈善跑已踏入第四屆，是次活動籌得善款超過港幣200萬元，扣除成本後將全數撥捐 Lifewire《護·聯網》支援病童及推廣社會對罕見病的認識。

當日，發展局常任秘書長（工務）劉俊傑工程師太平紳士、香港體育學院院長李翠莎博士、上水鄉事委員會主席兼北區區議會當然議員侯志強先生、香港乒乓球代表及東京奧運銅牌得主蘇慧音小姐、香港劍擊代表張小倫先生及蔡俊彥先生，聯同Lifewire《護·聯網》創辦人彭一邦博士工程師太平紳士擔任主禮嘉賓，一同為罕見病童及一眾參與活動的跑手打氣！

5. 俊和捐血日 2021 Chun Wo Blood Donation Day 2021

俊和同事們踴躍參與捐血。
Chun Wo colleagues enthusiastically participates in the blood donation event.



2021年10月，俊和與香港紅十字會輸血服務中心合辦「俊和捐血日2021」，鼓勵同事們發揮「捐一次血，救三個人」的精神！同事們反應踴躍，當天共有數十位同事參與，為「給血聯盟」出一分力！

In October 2021, Chun Wo and the Hong Kong Red Cross Blood Transfusion Service co-organized "Chun Wo Blood Donation Day 2021" to encourage colleagues to demonstrate the spirit of "1 Blood Donation Saves 3"! Enthusiastic responses were received from our colleagues, with dozens choosing to donate blood on the day to support the "Give Blood Alliance" program!



俊和建築署理行政總裁馬賓狄先生（Mr. Boyd Merrett）到場捐血支持。Mr. Boyd Merrett, Acting Chief Executive Officer of Chun Wo Construction, shows support by participating in blood donation at the event venue.



The "Lifewire Run 2021 Ho Sheung Heung Charity Run" was held on 14 November 2021 at the Ho Sheung Heung village office, Sheung Shui! Entering its fourth year, the event raised more than HK\$2 million, which will completely be donated to Lifewire, minus event costs, to support children with rare diseases and promote public awareness.

The officiating guests at the event included Ir LAU Chun Kit, Ricky, JP, Permanent Secretary for Development (Works); Dr. Trisha LEAHY, Chief Executive of the Hong Kong Sports Institute; Mr. HAU Chi-Keung, Chairman of the Sheung Shui Rural Committee and ex-officio member of North District Council; Ms. SOO Wai Yam, Minnie, Hong Kong table tennis representative and bronze medalist at the Tokyo Olympics; Mr. CHEUNG Siu Lun and Mr. CHOI Chun Yin, Ryan, Hong Kong fencing representatives; and Ir Dr. Derrick PANG, JP, Founder of Lifewire, all of whom came to show their support for children with rare diseases and to cheer on the runners who participated in the event!

7. 「To-Gather」探訪沙田紅梅谷村民 "To-Gather" Visit of Shatin Hung Mui Kuk Villagers

俊和義工們走進紅梅谷探望村民。
Chun Wo volunteers visit villagers in Hung Mui Kuk.



2021年7月，俊和「香港賽馬會沙田馬場工程」的同事跟救世軍合作，於高溫下背負禮物包，走入沙田紅梅谷，探訪村內約50戶居住於寮屋的低收入家庭，親身了解他們的需要及送上祝福。

In July 2021, Chun Wo colleagues working on the "Hong Kong Jockey Club Sha Tin Racecourse Project" collaborated with The Salvation Army to go to Hung Mui Kuk in Shatin and distribute gift bags under the scorching heat. They visited around 50 low-income families living in squatters in the village to understand their needs and send them blessings.



義工跟村民合照留念。
The volunteers take photos with the villagers.

8. 盛夏關懷行動 Summer Caring Action

區內中心職員跟邨內長者介紹活動。
A member of staff from the district center gives an introduction to the activity to the elderly people living in the estate.



一班「安達臣道石礦場用地發展」地盤同事於2021年7月31日聯同香港家庭福利會舉辦「盛夏關懷行動」，探訪樂華邨、順利邨、順安邨及順天邨的居民，並派發香港家庭福利會準備的關愛禮物包給約60名長者。此活動目的為了解工程對當區居民的影響，亦為長者們送上關懷。

On 31 July 2021, colleagues from the "Development of Anderson Road Quarry Site Project" co-organized the "Summer Caring Action" with the Hong Kong Family Welfare Society. The team visited residents of Lok Wah Estate, Shun Lee Estate, Shun On Estate and Shun Tin Estate and distributed care packages prepared by the Hong Kong Family Welfare Society to around 60 elderly people. This activity had the overall aim of understanding the effect of the project on local residents in the district and providing care to the elderly.

和諧社區計劃 Harmony Community Program

俊和一直透過「和諧社區計劃」，鼓勵公司遍佈全港十八區的地盤同事籌組恆常義工活動，增加跟社區的聯繫。

Through the "Harmony Community Program", Chun Wo has been encouraging its site colleagues across 18 districts of Hong Kong to organize volunteer activities on a regular basis in order to strengthen their engagement with the community.



一眾主禮嘉賓為賽事鳴槍。
Officiating guests fire starting guns to kick the race off.



一眾參與比賽的跑手起跑。
Participants set off on the run.



俊和義工跟居民合照留念。
Chun Wo volunteers take photos with the residents.



除了義工活動，俊和亦致力透過講座、實習及獎學金等培育年輕一代成為社會未來的棟樑。我們相信為年青人提供資料及機會，能增加他們的經驗，引導他們發揮潛能，建立更明確的目標和前路。

In addition to volunteer activities, Chun Wo is also committed to nurturing the young generation to become future pillars of society by providing lectures, internships and scholarships. We believe that providing young people with information and opportunities can enhance their life experiences and guide them to realize their potential and set more specific goals for the future.

9. 2020/21年度『卓育菁莪 中學生生涯規劃講座』 “Life Planning Talk for Secondary School Students 2020/21”

俊和建築主席李家焯測量師（右一）為學生們介紹俊和的業務。
Sr Lee Ka Lun, Stephen (far right), Chairman of Chun Wo Construction, introduces Chun Wo's business to the students.



俊和建築主席李家焯測量師於2021年4月19日應香港專業及資深行政人員協會邀請，到保良局馬錦明中學擔任「2020/21年度『卓育菁莪』中學生生涯規劃講座」分享嘉賓，為學生們就工程、測量及規劃等建築範疇作出分享。此外，李家焯測量師亦向同學們講解了建造業入行要求及就職前景等，啟發同學們未來發展方向。

On 19 April 2021, Sr Lee Ka Lun, Stephen, Chairman of Chun Wo Construction, was invited by the Hong Kong Professionals and Senior Executives Association to Po Leung Kuk Ma Kam Ming College as a guest speaker of the "Life Planning Talk for Secondary School Students 2020/21" event to share information about the scope of engineering, surveying and planning in the construction industry with the students. Sr Stephen Lee, also explained the entry requirements and career prospects of the construction industry, inspiring the students to consider the industry as a future development direction.



俊和李家焯測量師（右）接受錦旗留念。
Sr Lee Ka Lun, Stephen, of Chun Wo (right) receives a flag.

10. 中學生實習計劃 Secondary School Internship Programme

實習中學生（左二至六）跟俊和企業傳訊部職員（左一及右一）合照。
Photo of student interns (second to sixth from left) and staff members of Chun Wo's Corporate Communications Department (first from left and first from right).



俊和從2015年起參與教育局的「商校合作計劃」，去年，我們舉辦了為期三天的「俊和工作體驗坊」。是次體驗坊共有五名中學生參與，他們除了協助籌辦俊和捐血日和處理辦公室工作外，更參觀俊和位於粉嶺流水響的機械倉庫。學生們透過實習學到很多書本沒有教授的知識，例如有關機械的專業知識及訂購程序等，體驗了一個不一樣的暑假。

Since 2015, Chun Wo has participated in the "Business-School Partnership Programme" organised by the Education Bureau. Last year, we held a three-day "Chun Wo Career Internship", inviting five secondary students to work at our office. During the internship, students not only helped organize blood donation activities and perform clerical tasks, but also visited our machinery warehouse at Lau Shui Heung, Fanling. This internship allowed students an opportunity to learn outside the classroom, in areas such as professional mechanical knowledge and purchasing procedures, offering an interesting and practical summer experience.

實習中學生到「俊和安全地域」參觀。
Student interns visit the "Chun Wo Safe Zone".



俊和機械倉庫職員（左一）為實習中學生進行講解。
A staff member at Chun Wo's machinery warehouse (first from left) instructs student interns.



實習中學生與俊和機械倉庫職員合照留念。
Photo of student interns and a staff member at Chun Wo's machinery warehouse.



人才文化 Staff

凝聚力提升行動 COHESIVENESS ENHANCEMENT CAMPAIGN

為提升同事對公司的歸屬感及凝聚力，我們由去年7月起於公司內部舉行為期六個月的「Proud of Chun Wo— 凝聚力提升行動」。

此行動分為三個階段，每個階段都有一個行動主題，分別為「熱情！」、「積極主動！」及「自豪！」，均設有不同的精彩活動讓同事參與；如記錄俊和工程人和事的「俊和 Success Story」影片首映禮、提供平台讓同事參與討論公司政策的「俊和論壇」、同事可舉薦的「俊和英雄」選舉、提升對公司認知的「俊和Proud書包問答比賽」，以及了解外間對俊和形象評價的「俊和觀感問卷調查結果線上分享會」等。一連串的活動都提高同事對公司事務的認知、關心和參與度，藉此加強同事對公司的歸屬感並對「俊和員工」這個身份感到自豪。

To boost colleagues' sense of belonging towards the Company and cohesiveness, we kicked off a six-month internal programme named "Proud of Chun Wo – Cohesiveness Enhancement Campaign" in July last year.

The campaign had three stages, "Be Passionate" was the first, "Be Proactive" the second and "Be Proud" the third, each entailing various staff activities. For example, the premiere of "Chun Wo's Success Story", featuring videos of Chun Wo's construction undertakings and people, the "Chun Wo Forum" where colleagues could discuss company policies with the management, the "Chun Wo Hero Election" with nomination opened to colleagues, the "Chun Wo Quiz" which aims to raise staff's awareness of the company and the "Chun Wo Perception Survey Results Online Sharing Session" for colleagues to understand how Chun Wo's brand image was perceived outside the Company, etc. These activities not only increased colleagues' understanding, awareness and participation in company affairs, but also strengthened their sense of belonging towards Chun Wo and pride as a "Chun Wo Staff".

第一階段 Stage 1:

**熱情
BE PASSIONATE**

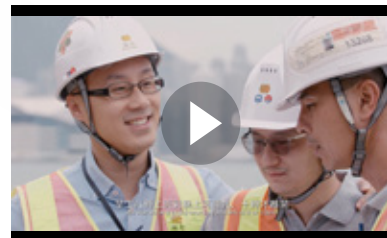
1

「俊和 Success Story」*第一集，記錄了「中環及灣仔繞道工程」長達十年的建造過程、箇中嘅挑戰、以及團隊的解難方法。我們希望大家看完影片都感受到俊和團隊對工程的努力和熱情，一起見證這個世界級工程的誕生。

The first episode of "Chun Wo Success Story"* tells the 10-year construction journey of "Central-Wan Chai Bypass", the underlying challenges the project team faced and the solutions it came up with. We hope, from watching the video, all viewers could feel the passion of the Chun Wo team, its hard work and passion, and appreciate how this world-class project came to be!

**PROUD OF
CW!**

俊和 Success Story — 中環及灣仔繞道工程
Chun Wo's Success Story – Central - Wan Chai Bypass



YouTube



*「俊和 Success Story」是一系列多角度探討俊和人和事成功因素的影片，目的是發掘每一個成功故事背後值得學習的要素，並為大家帶來啟發。

"Chun Wo's Success Story" is a series of videos that explore from different angles the success factors of Chun Wo's people and undertakings. The purpose is to delve into the worthy-to-learn elements and insights in each story.

Be Passionate

第二階段 Stage 2: 積極主動 BE PROACTIVE

2

「俊和 Success Story」第二集記錄了「將軍澳—藍田隧道：將軍澳交匯處及相關工程」的工程團隊如何結合技術與人才，以積極主動的態度突破天氣及環境的限制，跨越施工上的種種難題，完成「海上造橋」這個大挑戰！

The second episode of the “Chun Wo’s Success Story” series - “Tseung Kwan O – Lam Tin Tunnel: Tseung Kwan O Interchange and Associated Works” talks about how the project team integrated technology with talent to actively overcome geographical and weather constraints, conquering all the construction difficulties and beating the challenge of building “the bridge over the sea”.



俊和 Success Story — 將軍澳—藍田隧道工程
Chun Wo’s Success Story —
Tseung Kwan O - Lam Tin Tunnel Project

YouTube



同事參與「熱情！」活動，勝出創作金句比賽並贏得黎明演唱會門票。
Colleague participated and won in the “Be Passionate!” creative slogan competition gets tickets to the Leon Lai concert.

同事們組隊參與由行政部舉行的電子遊戲比賽表現熱情！
Colleagues team up and show great passion participating in the video game battle organised by the Administration Department.

PROUD OF CW!

3

第三階段 Stage 3: 自豪 BE PROUD

Be Proactive



讓同事們積極參與討論公司政策的「俊和論壇」。
The “Chun Wo Forum” allows colleagues to participate actively in discussion of company policies.

俊和英雄選舉 Chun Wo Hero Election

俊和英雄選舉是「Proud of Chun Wo - 凝聚力提升行動」中的重點活動之一。由同事舉薦在各方面表現出色的同事，再由評審和同事投票選出他們心目中的俊和英雄。最後由在俊和工作33年的行政部行政主任文佩芬勝出，大家可看看她的感言感受她對公司的情感和她的感染力。

Chun Wo Hero Election was one of the main activities in the “Proud of Chun Wo - Cohesiveness Enhancement Campaign”. It started with colleagues nominating the all-round good performers in their heart, followed by the judging panel and colleagues casting their votes for their Chun Wo Hero. The title was finally won by Man Pui Fan, Christy, our Administration Officer who has worked in Chun Wo for 33 years. In her acceptance speech, she expresses her feelings towards the Company and impresses us with her charm.

Staff Be Proud



Christy 昔日工作時的照片。
Photo of Christy at work in the past.



Christy 跟郭生於2007年公司週年晚宴中合照。
Photo of Christy and Mr. Clement Kwok at the Company's 2007 Annual Dinner.



Christy 於公司週年活動中從俊和建築控股主席李家彝測量師手上領獎。
Christy receives prize from Sr Lee Ka Lun, Stephen, Chairman of Chun Wo Construction Holdings at the Company's Annual Event.

「我在1989年加入俊和這個大家庭，當時的職位是地盤文員。地盤完工後1991年被調往總寫字樓，協助俊和創辦人彭錦俊博士的秘書的日常文職工作及事務。隨後亦於2003年擔任時任執行董事郭煜釗先生秘書，近年調往行政部工作至今。

回想多年來在俊和工作的日子，最難忘的是為郭生工作的時間。因為當年郭生工務非常繁忙，亦正遇上俊和興建香港國際機場二號客運大樓趕工的日子，每天工作都忙得透不過氣。我被郭生訓練到說話要精而簡，做事要快、狠、準。由這段時間開始，我和郭生也建立了很好的默契，也感恩在他身上學到的處事技巧。回想這段日子，是個很好的經驗和緣分。

最後，我想多謝公司以及有份投我一票的同事，其實公司還有好多比我更能幹的英雄一直默默耕耘，只不過今次沒有參加比賽而已。所以我想在此呼籲大家，多參加公司舉辦的活動，就像我今日得獎一樣，將無可能變成有可能。再次多謝投我一票的同事！」

“I joined the Chun Wo family in 1989 as a site clerk. After the construction project was completed in 1991, I was transferred to the head office to assist the secretary of Dr. Pang Kam Chun, Founder of Chun Wo, in handling daily clerical work. In 2003, I became the secretary of Mr. Kwok Yuk Chiu, Clement, who was then Executive Director of Chun Wo. And, I was transferred to the Administration Department in recent years and have been with it till today.

Looking back at the years working in Chun Wo, my most memorable time was those days I worked for Mr. Clement Kwok. Mr. Kwok was a very busy man then, because Chun Wo was pushing ahead at full thrust against a very tight schedule to complete building the Hong Kong International Airport Terminal II. We were flooded with work every day. I was trained by Mr. Kwok to talk to the point and to work quickly, decisively and accurately. Over time, there emerged a strong sense of working in sync between Mr. Kwok and I. I also owe a lot of my management skills to him. Looking at those days, to my good fortune, I had a great experience.

Finally, I would like to thank the Company and those colleagues who voted for me. Actually, there are “heroes” more capable than me working quietly in the Company, just that they were not in the competition this time. Hence, I would like to ask everyone to participate in more company activities. That would - just like me winning today - make the impossible possible. Thanks again to the colleagues who voted for me!”

俊和英雄勝出者 - 行政部
行政主任 文佩芬 (Christy)
Chun Wo Hero Winner -
Man Pui Fan, Christy
Administration Officer,
Administration Department



俊和觀感問卷調查 Chun Wo Perception Survey

俊和觀感問卷調查是俊和委託獨立市場研究公司設計及執行的品牌形象調查。我們向二千多位公司客戶、合作伙伴、供應商、分判商、以及行內相關單位發出邀請，利用問卷方式了解外界對俊和的認識和評價。

隨後我們將會向同事們公佈有關結果，希望透過了解業務夥伴對我們的看法和意見，並令同事更了解公司的形象，互相鞭策，推動俊和進步及成長。

The Chun Wo Perception Survey was designed and conducted by an independent market research agency appointed by Chun Wo. The brand perception survey took the form of a questionnaire which was sent with an invitation to participate to [more than 2,000 clients, business partners, suppliers, sub-contractors, and relevant industry entities to gauge their understanding of and comments on Chun Wo.

We will in due course relate to colleagues findings of the survey. Our hope is, through understanding how our business partners perceive us and their comments about us, that colleagues might come to know the Company's image better, encourage each other to excel and in turn push growth and improvement of Chun Wo.

人才文化 Staff

敏捷領導 打造高效團隊 Agile Leadership to Build a High Performing Team



亞洲聯合基建控股
人力資源總監 陸嘉瑩
Ms. Cannes Lu,
Human Resources Director of AAI

在後疫情時代，世界進入新常態，「VUCA」（Volatility波動性、Uncertainty不確定性、Complexity錯綜複雜、Ambiguity模糊不清）橫行，打破原有的生活規律。面對瞬息萬變的環境，提升團隊及組織效率成為企業成功的不二法門。今期我們請來俊和母公司，亞洲聯合基建人力資源總監陸嘉瑩Cannes，與大家分享她會如何透過提升「組織敏捷性」——即敏捷式領導和改革人才管理策略來打造高效團隊，帶領集團邁向可持續發展。

In a post-pandemic world where volatility, uncertainty, complexity, and ambiguity (VUCA) has become the new normal, everyone's regular daily life and work have been disrupted. In the rapidly changing business environment, how to improve team efficiency in the organization has become a major challenge for the management the only way to succeed in business. Regarding this topic, we have invited Ms. Cannes Lu, Human Resources Director of Asia Allied Infrastructure (AAI), the parent company of Chun Wo, to share with us how she will build a high performing team through "organizational agility" – an agile leadership and talent management reform, to promote the sustainable development of the Group.

◀ 根據集團的轉型需要，Cannes從多方面完善人力資源方針。
Cannes has improved the Group's human resources policies in many ways in accordance with its transformation needs.

💡 改變思維 順應時代變化 New Era, New Thinking

「組織敏捷性」是指一種快速調整策略、結構、流程、人員和科技，以創造和保護價值的能力，在VUCA新常態下愈來愈受重視。

Cannes作為領導者，對敏捷思維更是加倍重視：「面對新時代變化，人力資源部要做到敏捷應對。領導者需要順應時代的變化，不受舊有思維規限，對改變抱持彈性和開放的態度，不斷快速學習新事物；同時亦要有先見之明，未雨綢繆。人事方面，除了要細心聆聽同事的意見並有所行動，亦要表現出共同進退的精神，成為可靠的領導。」

Increasingly, as a leader, Cannes places strong emphasis on agility: "HR Department must respond agilely to changes in the new era. Leaders need to be flexible and open to change and avoid being restricted by old thinking. We should plan the right steps for the business we are in today, not the one we were in yesterday. We have to learn new things quickly, be able to foresee what may happen in the future and prepare for it. In terms of personnel, we listen genuinely to feedback, act on it, and most importantly, show up in both good times and bad times to become a reliable leader."



💡 改革人才管理策略 維繫高績效文化 Reforming Talent Management Strategies to Maintain a High Performing Culture

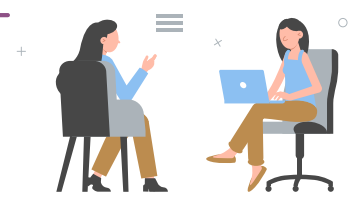
Cannes認為，敏捷始於策略：「人力資源之急亦應該是公司業務之急。」她需要與公司高層維持緊密溝通，並根據業務目標擬定相應的人力資源方針。當業務目標發生變化，人力資源便需要馬上作出微調。Cannes根據集團的轉型需要，從幾方面著手，完善人力資源方針，推進集團轉型。

Cannes believes that agility should follow strategies. "The priorities for human resources should be in line with company business goals." She has to maintain close communication with the top management and draw up human resources policies according to business goals. When business goals change, human resources need to fine-tune their policies at once. According to the transformation needs of the Group, Cannes has improved human resources policies in several aspects to promote the Group's transformation.

1. 改變招聘準則 Change the recruitment criteria

人才需求不斷變化，集團人才招聘的側重亦有所改變。除了學歷、工作經驗、專業認證等「硬實力」外，Cannes認為人才是否具備敏捷精神和領導力、是否注重人際互動和團隊合作、是否追求進步成長等「軟實力」亦相當重要。

As the demand for talents is constantly changing, the Group's focus on talent recruitment has also changed. In addition to "hard skills" including academic qualifications, work experience and professional certification, Cannes believes that "soft skills" such as agile spirit, leadership, interpersonal interaction, teamwork abilities and eagerness to growth are also very important.



2. 確保有效地激勵及挽留人才 Ensure effective motivation and retention of talents

績效的本質是激勵，員工要得到合理的報酬和回饋，才能維持內部高績效文化：「集團定期根據行業和市場水平來評估並調整薪酬方案，亦會同時考慮其他形式的報酬，例如提供更完善的醫療保健計劃，務求吸引和挽留能夠滿足集團目前和未來能力需求的人才。」

The essence of performance is incentives. To maintain a high performing culture, employees must be given reasonable rewards and feedback. "The Group regularly evaluates and adjusts our remuneration plan with reference to industry and market levels. We also consider other forms of remuneration, such as improving health care benefit plans, in order to attract and retain talents who can fit in the Group's current and future capability requirements."



3. 確保有效溝通和正確評估表現 Ensure effective communication and performance evaluation

Cannes表示，集團比以前更重視與同事間的溝通，致力營造互助互信的職場氣氛。「管理層透過定期舉辦的內部活動、會面、研討會等，積極聆聽同事的意見並提升員工參與度，讓同事有反饋工作情況的機會，令管理層能夠不斷完善各項措施。」

在績效管理方面，集團又增加績效評估的透明度，讓所有員工都能夠清楚知道工作評核的指標和準則。「我們建立了持續的反饋機制，定期為主管/經理及員工安排一對一會面及季度審核。」Cannes補充。

Cannes said that the Group has focused on employees' communication, to facilitate mutual understanding and trust at workplaces. "Through regular internal events, meetings and seminars, etc., management actively listens to colleagues' opinions and encourages employee engagement. This enables our people to have more opportunities to provide feedback such that management can continuously improve various measures."

In terms of performance management, the Group has increased the transparency of performance evaluation, employees can clearly know the performance indicators and criteria for the evaluation of their work. "We have established a Continuous Feedback Mechanism which allows employees to review their performance with their supervisors/managers during quarterly reviews or one-on-one meetings." Cannes added.



4. 引進更敏捷的工作模式 Introduce a more agile work model

在疫後新常態下，混合工作模式變得愈來愈普及，Cannes亦把這個趨勢納入集團轉型：「我們在一些部門試行了彈性上班時間和在家工作，又使用更多數碼工具，系統化部分傳統工序，幫助提高生產力。」Cannes又指，混合工作模式有助改善同事工作與生活平衡，同事能夠更靈活地投入到工作和個人生活，工作滿足感自然有所增加。「為了維繫同事身心健康，我們又增設有關壓力管理和正向心理學的免費研討會和講座。」

隨著業務需求的不斷發展，集團亦鼓勵同事主動提升專業技能規劃職業發展，增值自己、與時並進。「我們鼓勵集團的工程師和工料測量師繼續考取專業認證，同時為同事提供微學習平台，包含簡短、自主的移動學習內容，為集團未來的發展需求培育人才。」

The hybrid work model has become more and more popular post-pandemic, and Cannes has incorporated this trend into the Group's transformation. "We introduced flexible working hours and work from home policies in some departments. We also intensified the use of digital tools to systemize some traditional work processes, which helps increase productivity." Cannes also pointed out that hybrid work model is beneficial to the work-life balance of colleagues, as they can devote themselves to work and personal life more flexible, thus gaining higher work satisfaction. "To maintain the physical and mental health of our people, we regularly organize free seminars and lectures on stress management and positive psychology."

With the continuous evolution of business needs, the Group also encourages our people to upskill themselves to keep pace with the times. "We encourage our engineers and quantity surveyors to pursue professional certifications. At the same time, we provide colleagues with a micro-learning platform that includes short, self-directed and mobile-optimized contents, nurturing talents to support the Group's future development needs."

人才文化 Staff

Staff



築夢女生 DREAM GIRLS



築夢女生 Dream Girls

時至今日，外界對建造業仍然有不少誤解，大部分人會想到骯髒、危險以及辛勞的刻板印象。這些誤解令不少年輕人卻步，令建造業缺乏「新血」入行，而「男多女少」更是行業一個恆常現象。

因此，為打破行業的固有印象，俊和於2019年便組成了「築夢女生」團隊，在Meta（舊稱Facebook）上設立專頁，以「建造業女生」的形象分享其日常工作及專業知識，吸引了近2萬追蹤人次！

今年的築夢女生踏入第三屆，她們將會繼續透過社交平台分享工作日常，期望去除了大眾對建造業界的偏見及誤解，重塑建造業專業、安全和充滿活力的形象。

Today, people still have many misunderstandings about the construction industry, which often relates to dirty, dangerous and labour work. These misconceptions hinder young people and “new blood” from joining the industry and also results in more male than female working in construction.

In view of this, Chun Wo has established a team of “Dream Girls” in 2019 and opened a Meta (formerly known as Facebook) page. With the image of “construction girls” sharing their daily routines and professional knowledge, the page has successfully attracted near 20,000 followers.

Entering the third year of Dream Girls, the group consists of old and new members. They will continue to share their daily job routines on social media, with the aim to eliminate the public’s prejudice and misunderstandings of construction, and to rebuild a professional, safe and dynamic image for the industry.

第三屆築夢女生成員介紹

Introduction of the third year Dream Girls members

姓名 Name	公司 Company	職位 Position
鄭穎儀 Pinky Cheng	俊和建築工程 有限公司 Chun Wo Construction & Engineering Co., Ltd.	安全主任 Safety Officer
盧樂遙 Tammy Lo	俊和建築工程 有限公司 Chun Wo Construction & Engineering Co., Ltd.	管理培訓生 (高級項目統籌) Management Trainee (Senior Project Coordinator)
蔡苑婷 Tiffany Choi	俊和建築工程 有限公司 Chun Wo Construction & Engineering Co., Ltd.	環境工程師 Environmental Engineer
陳君儀 Winny Chan	金城營造集團 Kum Shing Group	環保主任 Environmental Officer
曾玉蘭 Lenna Tsang	雲建有限公司 Vircon Limited	助理建築信息模擬經理 Assistant BIM Manager
林穎嵐 Hazel Lam	顧問公司 Consultant Company	見習工程師 Graduate Engineer
李渙瑤 Yo Yo Lee	宏勝保養有限公司 Wanson Maintenance Company Limited	助理樹藝師 Assistant Vegetation Inspection Officer



築夢女生
Dream Girls



dreamgirlshk_official



築夢女生
Dream Girls

聯繫我們 CONTACTS



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亞洲聯合基建集團成員
MEMBER OF ASIA ALLIED INFRASTRUCTURE GROUP



Chun Wo Group



Chun Wo Development Holdings Limited