



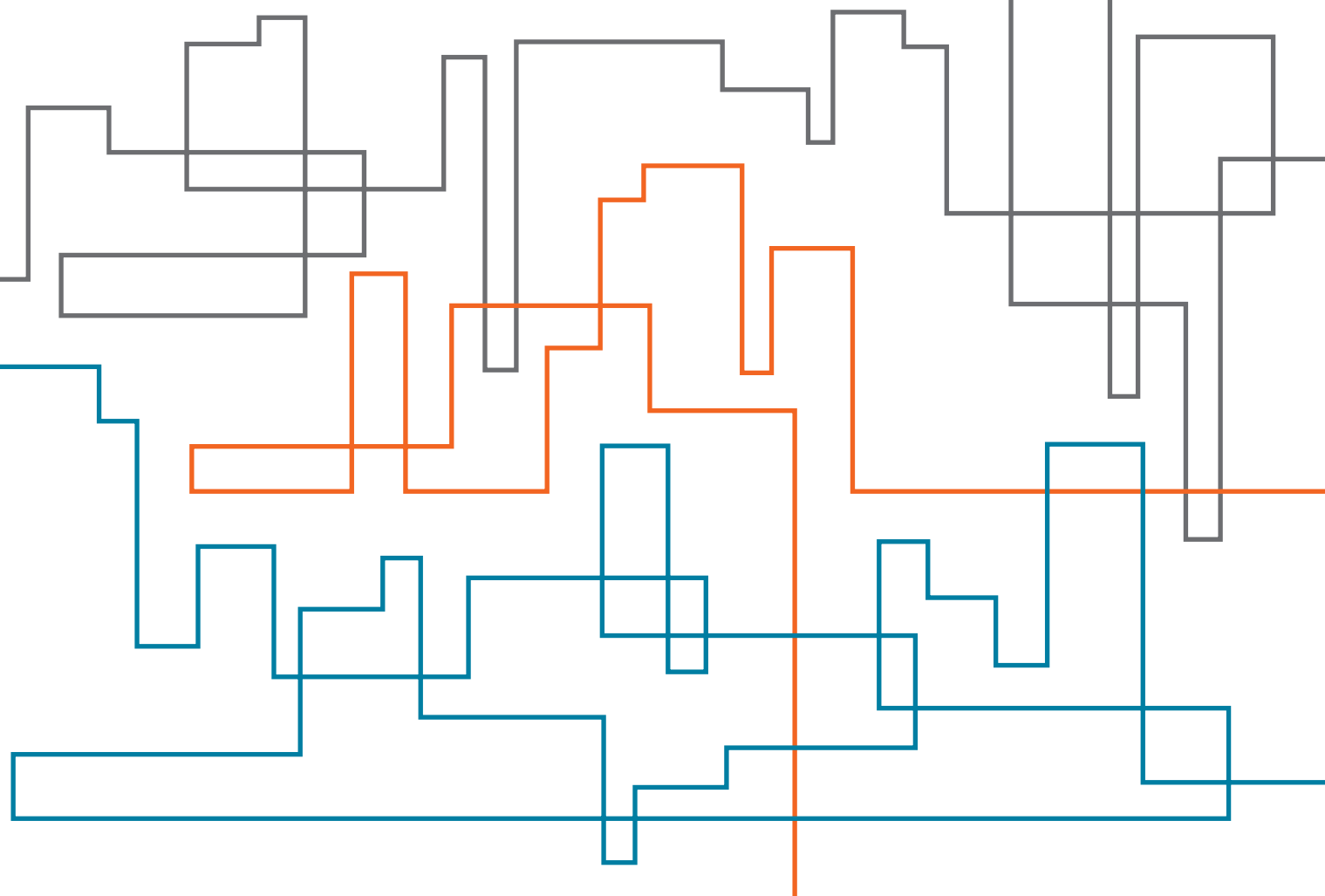
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承擔・團結 成就專業

COMMITTED, PROFESSIONAL AND UNITED



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董事總經理的話 MESSAGE FROM THE MANAGING DIRECTOR

董事總經理的話

MESSAGE FROM THE MANAGING DIRECTOR



朱達慈 -
董事總經理

TC Chu -
Managing Director

美國著名作家約翰·奈思比(John Naisbitt)曾經把人的思維和態度比喻為土壤。套用於建築行業上，工程項目就是種子，而工程團隊的專業知識及技能就像陽光和雨水，能令種子茁壯成長。但植物能否結出豐碩的果實，則取決於土壤的質素，亦即是正面的思維和工作態度。我認為出色的項目管理團隊，除了要有能力，更要有正面的工作態度，亦即是協興志的核心思想「承擔、團結，成就專業」。這些態度是協興員工的標記，同時是一種難以複製的企業競爭力。所以，公司不止要為員工提供合適的專業技能和知識培訓，同時要把正面的工作態度傳承下去。這正是我們展開「協興志」企業文化計劃的原因。

為了讓大家對「協興志」有更深刻的理解，公司製作了一部微电影，並於9月26日舉行首映禮，向協興、惠保及港興的管理層介紹「協興志」企業文化計劃的未來動向，務求由上而下把相關訊息擴散至公司每個角落。

「協興志」是公司每位員工都應引以自豪的企業文化，亦是大家應有的處事方式。我衷心希望全體同事攜手鞏固協興的企業文化，為公司的業務發展打造出最優質的土壤。

A famous American writer, John Naisbitt, once drew an analogy between mindset and soil. Using the analogy in the context of the construction industry, projects are like seeds and the professional knowledge and skills of project team members are the sun and rainwater which are essential to the growth of the seeds. But, whether or not a plant can ultimately bear abundant fruits will depend on the quality of soil in which it grows, therefore a positive mindset at work is also essential. An outstanding project team should not only possess the ability to complete projects, they also need to have a positive mindset and working attitude in order to excel. That is why we must reinforce the Hip Hing Spirit, of being “Committed, United and Professional” and ensure it is embraced and adopted by all our staff. It is a unique corporate strength that provides a competitive edge which is hard to replicate. Thus, on top of providing our staff appropriate training on professional knowledge and skills, we have launched the Hip Hing Spirit corporate culture campaign.

In order to give our staff a profound understanding of the Hip Hing Spirit, we produced a microfilm and organised a movie premiere and briefing on 26 September. Senior and mid-level management of Hip Hing, Vibro and Quon Hing were invited to the premiere and to pass the message they learnt from the event to every corner of the company.

Hip Hing Spirit is the corporate culture that every one of our staff should feel proud of and is a positive working attitude that we should all adopt. I sincerely hope that all colleagues will join hands to reinforce this corporate culture and create the best-quality soil for the company's future growth and success.



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惠保（香港）有限公司 Vibro (H.K.) Ltd	惠保建築有限公司 Vibro Construction Co Ltd	惠保地基工程有限公司 Vibro Foundation Ltd

協興志
承擔·團結 成就專業

承擔·團結 成就專業

COMMITTED,
PROFESSIONAL
AND UNITED

「協興志」是一種正面及堅定的意志，展現於專業的項目交付服務當中，同時也是支持公司發展及建立品牌信譽的基礎。它的六個核心元素植根於員工的心中，是協興獨有的企業個性及文化，包括承擔、盡忠職守、廉潔誠信、積極主動、團隊精神，以及處事專業。

“Hip Hing Spirit” characterizes Hip Hing’s approach to delivering projects and is also the foundation of our development and good reputation. The six qualities of Hip Hing Spirit reflect not only our unique corporate culture but are also the winning behaviors shared by Hip Hing’s staff. These include commitment, loyalty, integrity, proactivity, teamwork and professionalism.

此企業文化宣傳計劃適用於協興建築集團旗下所有公司，而計劃名稱亦會按集團公司的名字作出調整，即於惠保(香港)有限公司及惠保建築有限公司宣傳時，稱為「惠保志」。然而此計劃之六大元素則維持不變。

This corporate cultural campaign is applicable in all companies within the Hip Hing Construction Group. The campaign name varies in different companies, yet the six qualities are the same. In Vibro (H.K.) Limited and Vibro Construction Company Limited, the campaign is named “Vibro Spirit”.



承擔

勇於承擔責任，
敢於承認錯誤，
設法完成自己
肩負的使命，
方能取得他人信賴

**廉潔
誠信**

廉潔不貪，待人以誠
以公平、公正的心
去辦事

**處事
專業**

執行專業判斷，擇善
固執，堅持用正確
的方法做對的事，維持
高標準的工作水平

TEAMWORK**COMMITMENT****忠
職
守**

在工作崗位上
履職盡責，肯定自己
的價值，與公司
一同實現「共贏」

LOYALTY**INTEGRITY****積極
主動**

不斷自我反思及
向他人學習，
樂於接受意見和
新思維，發揮自動
自發的工作精神

PROACTIVE**PROFESSIONAL****團隊
精神**

與團隊成員坦誠溝通，
團結互助，各施所長，
合力達成共同目標

**活動一覽 Event List****Aug 2016**

- 推出「協興志」電子宣傳海報
Hip Hing Spirit e-poster released
- 派發「協興志」噴霧水樽
Distribution of Hip Hing Spirit spray water bottle
- 透過i.World「金句王」帳戶分享
與「協興志」相關的金句或故事
Sharing of Hip Hing Spirit related quotes and story through i.World

Sep 2016

- 「協興志」之部門或工地簡介會
Hip Hing Spirit briefing sessions for departments and sites

Oct 2016

- 「協興志」之部門或工地簡介會
Hip Hing Spirit briefing sessions for departments and sites

Nov 2016

- 公布「協興志」嘉許計劃詳情
Announcement of Hip Hing Spirit Recognition Programme

Dec 2016

- 「協興志」嘉許計劃接受報名
Hip Hing Spirit Recognition Programme application begins

封面故事 COVER STORY

協興志宣傳短片
Hip Hing Spirit Promotional Video

早前，「協興志工作小組」選出五名具備「協興志」特質的同事擔任協興志宣傳短片的主角。短片名為「態度決定一切」，由五位同事以第一身詮釋「協興志」的精神，希望能引起集團員工共鳴，同時加深對此企業文化的認識。

Five members of staff who embody the qualities of Hip Hing Spirit were selected to take part in a video to promote the launch of the campaign. Their stories, which are told through first-person perspectives, illustrate the essence of the Hip Hing Spirit. These real life stories will resonate with all our colleagues and enable them to have a deeper understanding of the corporate culture.



杜金富（富哥）是隊團中的解難專家，無論遇上技術或程序上的疑難，他都能透過跟客戶和判頭坦誠溝通、互助互信，開拓出共贏的方案。加上他責任心強，自我要求高，一直堅持工程質量要達到自己滿意的專業水平，才交給客戶驗收，絕不容許蒙混過關，久而久之取得上司及客戶的信賴。在上司的眼中，多艱難的任務，只要交到富哥手上定必圓滿達成。

Mr Tao Kam-fu is a problem solver in the project team. He always looks for win-win solutions to a problem. He achieves this through candid communication and by establishing mutual trust with clients and sub-contractors. Also, Tao perseveres to handover only high quality works to our clients. He has earned the trust of clients and his superiors by showing a strong sense of responsibility and resolute commitment on quality.

杜金富 Mr Tao Kam-fu
協興管工 Foreman at Hip Hing
(年資 Years of service : 31)



何中飛 Ho Chung Fei
惠保項目工程師 Project Engineer
(年資 Years of service : 14)

何中飛（阿飛）初加入惠保時是名建造業學徒，曾因為未及時發現渠務沙井有平水錯誤，以致工期延誤。但他誠實地向上司承認責任，又從中汲取教訓，最後不但沒有被上司責怪，還獲勉勵要繼續努力。事隔多年，阿飛已成為項目工程師。由於他親力親為、誠實可靠，甚至有業主代表點名要求阿飛加入新增項目的工程團隊。阿飛的故事證明只要有正直的操守、勇於承擔、

Ho Chung Fei (Fei) first joined Vibro as Apprentice in 2002. In those early years he once failed to identify errors in the levelling of manholes under construction, causing a delay in the project. He admitted his responsibility to his senior honestly and learned lessons from this experience. Now, Fei has become a Project Engineer and is often requested by clients to take part in new projects. Fei's story proved that with integrity, commitment and a willingness to learn and contribute, anyone can achieve prominence

陳浩文 Chan Ho Man
惠保高級工程項目經理 Senior Project Manager
(年資 Years of service : 19)

在陳浩文的眼中，工程順利進行固然重要，但保障兄弟手足的平安，為他們提供最大的支援，也是工地管理人的首要責任。他曾跟一班兄弟寒冬中在屯門公路旁半夜封路進行鑽探，並於棚底煮糖水取暖；又親身視察要開山劈石才能到達作業地點，了解團隊面對的困難及其需要。因為這些甘苦與共的經驗，以及陳浩文關懷手足的作風，令探土部的團隊向心力非常強，對團隊士氣及團隊協作有正面作用。

As a site-based manager, Chan Ho Man thinks that while completing projects efficiently is important, ensuring a safe working environment and providing maximum support to his team members are of equal if not greater importance. He always involves himself in different projects conducted in remote or challenging environments, to ensure he understands the difficulties faced by his team and their needs. His caring attitude and willingness to share the difficulties of the frontline staff help to bring his team together and boost the morale.



羅浩鈞 Kelvin Lo
協興工程項目經理 Project Manager at Hip Hing
(年資 Years of service : 14)

Kelvin Lo attaches great importance to teamwork and communication. To nurture an environment of open communication, Kelvin insists on sitting with the rest of his team in an open plan office, instead of having his own manager's room. Besides, he encourages innovation and is willing to listen and adopt suggestions from his team. Kelvin also understands the accountability of a leader, if his team makes mistakes, he will take full responsibility. Being approachable and accountable, Kelvin is a popular leader among his team.

文英勇（勇哥）把工程項目管理喻為下棋，強調要有宏觀視野及遠見，為未來每一步做好規劃。他表示做足規劃仍有機會出現變數，但只要團隊成員突破各自的崗位，坦白直接地溝通協作，問題定當迎刃而解。他還提到誠信是建立個人信譽及長遠合作關係的基石，例如答應了分判商交收場地，便要安排人手去辦妥。這不單是信守承諾，也是顧及他人的表現。

Man Ying Yung drew an analogy between project management and chess playing. Macro perspectives, a vision and the planning of every step before execution are essential in both activities. However, despite extensive planning, there are always uncertainties. Therefore, he suggested that project team members should always go one step further regardless of their positions, communicate frankly and openly to overcome obstacles and constraints. He also highlighted that integrity is the foundation of personal reputation and long-term partnership.



文英勇 Man Ying Yung
協興工地總管 Site Agent
(年資 Years of service : 35)

協興動向 EVENTS IN FOCUS

協興建築55周年特輯：
Hip Hing 55th Anniversary Special:

高級管理層分享 未來發展方向

Top Management Sharing Views on the Future Development



1 關美成先生 — 執行董事 Mr Patrick Kwan - Executive Director

未來五年，香港建造業將面對很多不同的挑戰，在工程量減少及人手不足的問題下，我希望前線團隊能秉承協興志，把安全、質量、環保及進度做得更好，從而提升公司的競爭力，使協興繼續穩守香港建築業界的前列位置。
In the next five years, Hong Kong's construction industry will face a number of challenges, including a likely decline in the number construction projects in the market place and a manpower shortage. I am confident our project teams will uphold the Hip Hing Spirit and take safety, quality, environment protection and working progress to the highest level, keeping Hip Hing at the forefront of the industry.

2 陳彩旺先生 — 執行董事 Mr Caliph Chan - Executive Director

在未來五年，政務科將專注於兩方面，分別是人才和資訊。人才方面包括進一步改善員工投入度、員工關顧和身心健康、人才發展和繼任計劃，以及考績評估系統成效。至於資訊方面，我們將繼續策略性地運用資訊科技支援集團運作，利用內聯網改善溝通和知識管理，提升現有或發展中的新系統，從而優化營運效率。
During the next 5 years Administration will focus on two distinct areas, people and information. On the people side the agenda will include staff engagement, staff care and wellbeing, people development and succession planning, together with improving the effectiveness of the performance appraisal system. As regards information, we will continue to make better strategic use of IT to support the Group's operations. This will involve using the Intranet to improve communications and knowledge management and upgrading existing, or developing new systems to increase operational efficiency.

3 莫國豪先生 — 執行董事 Mr KH Mok - Executive Director

公司在本年度實施的安全管理改革是一項全方位的嘗試，除加強安全主任的獨立性、讓他們自主實施暫時停工及改善通知書制度外，亦盼能加強培訓工程師及前線管理人員的安全意識，推動大家以「置身其中」的角度策劃安全施工方法。此外，我們透過引入建築信息模擬技術，優化設計和改善協調，提升公司的安全表現。
The reform of the safety management system launched this year was a significant milestone as it has empowered safety officers to issue suspension notices and improvement notices independently of the Project Manager. It also aims to strengthen the safety awareness of engineers and front line management staff via additional training. In addition, by adopting Building Information Modeling (BIM) technology, we also target to optimize construction design and improve coordination in an effort to further raise the safety performance of the Company.

4 朱達慈先生 — 董事總經理 Mr TC Chu - Managing Director

過去55年，協興及其工程團隊在實戰中累積了寶貴的經驗，同時建立出優良信譽。要延續成功，不單要加強專業技能，更重要是傳承積極的思維模式和態度。所以，公司日後除了繼續加大力度為員工提供合適的知識及技能培訓，亦會透過推廣「承擔、團結，成就專業」的協興志精神，進一步深化良好的企業文化，助我們承前啟後，再創佳績。
Hip Hing and its project teams have accumulated valuable experience and built a strong reputation over the past 55 years. To ensure our ongoing success, not only do we need to continue to strengthen our professional skills, but more importantly, we must adopt a positive mindset and working attitude. Therefore, in addition to providing training to our colleagues, the Company will strengthen the corporate culture amongst all staff through the continued promotion of the Hip Hing Spirit, "Committed, Professional and United".

5 胡勁恒先生 — 執行董事 Mr KH Woo - Executive Director

要展望未來必先要回顧過去。過去五年，協興的三大財務指標：營業額、未完成合約工程和盈利，俱錄得驕人增長。未來五年要在高台階上再往上走，並不容易。但我相信只要上下同心，目標一致，必能更上一層樓，創新佳績。
We have to look back to look forward. In the past five years, Hip Hing achieved phenomenal growth in three key financial indicators: revenue, outstanding contract work and profit. The challenge will not be easy in the coming five years, but as long as we all work together with the same goal, I am confident that we can strive for new heights.

6 蘇國亮先生 — 執行董事 Mr Derek So - Executive Director

協興作為香港的主要承建商之一，矢志成為客戶首選的工程與建築合作夥伴。我們的工程團隊致力提供專業技術及知識，透過善用尖端科技和建築創新，確保客戶獲得具經濟效益、可行、安全和可持續的工程方案。
As one of the leading building contractors in Hong Kong, Hip Hing aims to become the first choice engineering and construction partner for our customers. Our total engineering approach to projects is one that brings together the combined skills and expertise of our people and is driven by leading-edge technology and the latest in construction innovation. This ensures we deliver optimum engineering solutions that are economic, buildable, safe and sustainable. We pride ourselves on our ability to deliver engineering excellence consistently to our clients.

7 馬德源先生 — 董事及總經理(業務拓展) Mr Kenneth Ma - Director & General Manager (Business Development)

投標成功與否不單取決於標價，公司聲譽、相關經驗和技術都在考慮之內。這些因素是各工程團隊及後勤隊伍為公司累積起來的無形資產，亦是協興取得客戶信賴的關鍵。往後幾年，本港的工程量或因經濟轉淡而減少，但只要我們本著正面的工作態度，提供最切合客戶需求的優質建築方案，我有信心協興能夠在逆境中捉緊機遇。
Not only does a competitive tender price lead to the success of a contract bid, company reputation and relevant construction experience will also be taken into account. These factors are intangible assets accumulated by our project teams enabling us to win the trust from our clients. Economic turmoil may affect the amount of local construction works in coming years. But I have confidence that with our positive working attitude and construction solution that best suit our clients' needs, Hip Hing can seize opportunities despite the downturn.

8 馮子堯先生 — 董事及總經理(商務) Mr CY Fung - Director & General Manager (Commercial)

商務科為營運團隊提供優質的服務和支援，務求提升公司之財務表現。為達到這目標，我們將提升管理人員的領導技巧、激發員工個人潛能、培養年青一代、改善系統和業務流程效率，以及加強供應鏈管理等，冀把商務團隊打造成為業界熱衷合作的對象之一。
We aim to provide excellent service and support for the operation team in respect of all the project commercial functions, so as to maximize the Company's financial performance. To achieve that, we will strive to improve our management and leadership skills, maximize individual potential and bring up the younger generation. We will also improve system and workflow efficiency, and enhance supply chain management and satisfaction. All in all, we wish to transform our commercial team into an industry leader and one which business partners aspire to work with.

「協興十大工程項目」選舉

Top 10 Hip Hing Projects Election

協興建築在過去逾半個世紀，興建了不少具代表性的建築物。公司早前舉辦了「協興十大工程項目」選舉，讓同事選出個人心頭好。大會共收到總票數908票，名單中既有富建築美學的商業項目，亦有本港地標性的社區建設、滿載港人回憶的住宅項目及教育設施等，展現公司多元化的工程業務。獲選工程排名如下：



Hip Hing Construction has constructed many iconic buildings for over half a century. The Company launched "Top 10 Hip Hing Projects Election" earlier inviting staff members to vote for their most-liked Hip Hing's projects and we received 908 votes totally. The elected projects included architecturally aesthetic commercial buildings, local landmark community projects as well as reminiscent residential buildings and educational facilities which showcased the Company's broad-based portfolio. Elected projects were ranked as follows:



培育建築人才

Nurturing Construction Talents



1

「2016年協興－惠保暑期實習計劃」已劃上圓滿句號

Hip Hing-Vibro Summer Internship Programme 2016 came to a successful end

2 3

集團提供一系列的技術講座及團隊工作坊

A series of technical seminars and team building workshops were provided

4 5

參觀興建中的西九文化區戲曲中心

Site visit to Xiqu Centre at West Kowloon Cultural District

「2016年協興－惠保暑期實習計劃」經已圓滿結束。今年共有23位來自本港不同大學的學生參與培訓，獲安排到屋宇裝備部、工程部、品質環境安全部、工料測量部及探土部實習，並在資深同事的指導下參與團隊日常工作，汲取更多實戰經驗，為日後投身建築業作好準備。

在為期八星期的計劃中，實習生們接受了全方位的知識和專業培訓。在7月9日舉行的專題技術性講座上，實習生進一步認識建築資訊模型和不同的建築機械，汲取行內最新資訊。他們亦前往西九戲曲中心工地參觀，親身認識總承建商的業務和體驗建造業的工作環境，以及了解地盤運作與工程團隊分工。除了一些與工程相關的專業知識外，實習生亦參與團隊建立工作坊，學習與人相處及團隊合作精神。

Hip Hing-Vibro Summer Internship Programme 2016 has come to a successful end. This year, a total of 23 students from different local universities participated in the programme. They were assigned to different departments to gain practical working experience with an appointed senior staff as their mentor.

The eight-week programme covered a series of technical seminars and site visits which provided the interns with an opportunity to explore the business and working environment of a main contractor. Team building workshops also allowed them to acquire soft skills such as communication and teamwork.

工地零意外慶祝典禮 推動安全文化

Zero Accident Ceremony Cultivating Safety Culture

協興西九政府合署工程團隊於7月29日舉辦慶祝儀式，祝賀團隊衝破十萬工時零事故安全記錄。

工程團隊一直積極提倡工地安全及關懷文化，更組成「We Care2.0」小隊，推出不同的福利措施照顧前線員工的需要，同時亦把關愛推廣至社區，建立良好的睦鄰關係。

在安全和健康方面，小隊除了落實安全施工教育、場地整潔和工作危害檢討外，在預防中暑方面也下了不少功夫，當中包括派發涼茶、生果，以及冰感紙巾等，予工人解暑。團隊亦將對工友的關懷擴散至社區層面，如在地盤出入口設有行人專用的安全措施，又定期派人清洗地盤外的公眾地方，甚至主動走進學校推廣建築環保和創意科技。

另外，協興中電啟德電纜隧道工程團隊成功在過去兩年八個月的工程期間確保安全，再創60萬工時零意外紀錄。團隊於8月8日舉行慶祝典禮，並表揚安全表現傑出的前線工友，鼓勵大家上下一心，繼續做好安全。



On 29 July, Hip Hing's West Kowloon Government Offices project team organised a ceremony celebrating the achievement of 100,000 accident free man-hours.

The Team strove hard to create a safe working environment for both front line workers and community. A task force named "WE CARE 2.0" has been formed to coordinate different programs promoting caring culture.

Other than implementing safety education, housekeeping practices and work hazard assessments, the team also distributed herbal tea, fruits and cooling tissue to workers to beat the summer heat. Considerable care has been extended to the community level. For example, setting up safety measures designated for pedestrians at site entrance; carrying out regular public street washing outside construction site; delivering construction environmental features and innovative technology lecture to school students.

CLP Kai Tak Cable Tunnel Project has also achieved a new record of 600,000 accident free man-hours. A celebration ceremony was held at the construction site on 8 August, during which front line staff members with outstanding safety performance were presented with awards.

接待團體參觀工地

Offering Site Tours to Different Groups

協興和惠保於6月至8月期間，接待三個團體到訪公司轄下不同地盤，藉著參觀活動讓參加者進一步了解建築業。

During June to August, Hip Hing and Vibro gladly received three organisations at different construction sites to help the visitors understand the industry.

4 | AUGUST 八月

由香港理工大學、大阪大學、近畿大學及首爾市立大學組成的「亞洲建築及建造工程學聯盟」考察西九戲曲中心和天水圍橋昌路工地。一眾師生在工程團隊的講解下，實地了解地盤運作、建築科技和職安健措施。

Asian Coalition for Building Science and Construction Engineering, an alliance formed between four universities in the Asia region: The Hong Kong Polytechnic University, Osaka University, Kindai University and the University of Seoul, visited Hip Hing's construction sites of Xiqu Centre and Kiu Cheong Road. Visitors were introduced the site operation, construction technology and safety & health measures.



25 | JUNE 六月



香港基督教服務處元朗區青少年外展隊的社工及學員到訪天水圍橋昌路工地，認識低學歷青少年投身建造業的途徑，同時藉著工地考察，親身感受地盤的工作環境。活動中，前線同事熱心分享自己入行經過及工作點滴。

A site visit was organised by Kiu Cheong Road project team to receive delegations from Hong Kong Christian Service Yuen Long District Youth Outreaching Social Work Team. During the visit, front line staff members shared their work experiences with juniors.

8 | AUGUST 八月

20位來自聖傑靈女子中學修讀地理科的師生參觀協興和惠保錦田機械維修和探土部工場，獲安排認識維修工場的生產線和經濟活動，以及香港地質概況，藉以了解人文、社會及環境三者的關係，豐富課堂外的學習經歷。



20 students and teachers studying Geography from St. Catharine's School For Girls paid a visit to Hip Hing and Vibro Kam Tin Godown to learn more about its production line and economic activity. Staff members of Site Investigation Department also shared the geological overview of Hong Kong consolidating students' geographical knowledge.

新創建集團 青年地質保育計劃 報名人數再創新高

Record Applications for NWS Holdings' Youth Geoconservation Programme

新創建集團有限公司與香港地貌岩石保育協會合辦的「青年地質保育大使」培訓計劃，今年吸引了125間本港中學推薦780名高中生報名參與，人數創歷屆新高，反映此項多元青少年教育計劃持續獲得學界的支持與肯定。計劃於2011年展開，歷年來為接近1,000名高中生提供地質保育培訓，學員合共累積逾25,000小時培訓時數。

新創建集團獲評為恒生 可持續發展企業基準指數 最佳表現企業之一

NWS Holdings Named Among Top Performers in Hang Seng Corporate Sustainability Benchmark Index

新創建集團有限公司連續第六年獲選為恒生可持續發展企業基準指數成份股，本年度評核結果由9月5日起生效。在是次評核中，集團整體可持續發展評級為AA水平，並且於七項核心指標中的「公平營運實務」取得最高評分，反映集團在防止貪污及避免反競爭行為的政策及實務行之有效，同時具備符合道德標準的採購、分銷及承包政策。

NWS Holdings Limited was named as a constituent of Hang Seng Corporate Sustainability Benchmark Index for the sixth consecutive year from 5 September. The Group received a score of AA for its overall sustainability performance in the latest review. It was also named the highest-scoring constituent company in fair operating practices, one of the seven core assessment subjects, underlining the Group's effective policies and practices in the prevention of corruption and anti-competition behaviour, and ethical policies in purchasing, distribution and contracting.



A record number of 780 applications from 125 local secondary schools have been received for the Young Ambassadors for Geoconservation Training Programme, a comprehensive youth education programme co-organized by NWS Holdings Limited and the Association for Geoconservation, Hong Kong. The new record reflects the increase of school support for this programme, which has groomed around 1,000 senior secondary students and accumulated over 25,000 training hours since its inception in 2011.

新創建集團公佈 2016財政年度全年業績 NWS Holdings Announces FY2016 Annual Results

新創建集團有限公司於9月20日公佈截至2016年6月30日止年度（「2016財政年度」）的全年業績。本集團收入上升20%至294.98億港元（2015：244.92億港元），應佔經營溢利增加6%至47.40億港元（2015：44.57億港元），股東應佔溢利上升10%至49.13億港元（2015：44.78億港元）。本集團的業績繼續穩定增長，反映道路、物流、航空及建築業務表現出色，以及有賴本集團的均衡資產組合，在充滿挑戰的市場環境中仍能整體上保持增長勢頭。

NWS Holdings Limited (the "Group") announced its annual results for the year ended 30 June 2016 ("FY2016") on 20 September 2016. The Group's revenue rose by 20% to HK\$29,498million (2015: HK\$24,492million). Attributable Operating Profit ("AOP") rose by 6% to HK\$4,740million (2015: HK\$4,457million) and profit attributable to shareholders rose by 10% to HK\$4,913million (2015: HK\$4,478million). The steady growth reflected the strong performance of the roads, logistics, aviation, and construction businesses and that the Group's well-balanced portfolio is able to sustain growth momentum as a whole despite challenging market conditions.

共創佳績 ACHIEVEMENTS

建造業安全分享會暨頒獎典禮
Construction Safety Forum and Award Presentation

7月5日，協興在「建造業安全分享會暨頒獎典禮2016」上囊括11個獎項，成績斐然。

Hip Hing garnered 11 awards totally at the Construction Safety Forum and Award Presentation Ceremony on 5 July.



得獎地盤 Site	獎項 Award	評級 Rank	得獎者 / 項目 Awardee / Project
前葵涌已婚警察宿舍公屋工程 Ex-Kwai Chung Police Married Quarters	最佳演繹獎 Best Performance Award	金 Gold	-
	最佳安全文化地盤 Best Safety Culture Site	-	-
	最佳安全文化活動小組 Best Safety Culture Activity Team	優異 Merit	思安 Think-Safety
	最佳安全文化項目經理/地盤總管 Best Safety Culture Project Manager/Site Agent		鄧志業先生 Mr Chow Chi Ip
	最佳安全文化分判商 Best Safety Culture Sub-contractor		盈電工程有限公司 REC Engineering Company Limited
房屋署天水圍橋昌路工地及大嶼山銀鑛灣路東及銀鑛灣路西工地 Kiu Cheong Rd., Tin Shui Wai and Ngan Kwong Wan Rd., Mui Wo-Home Ownership Scheme	最佳預防工作時中暑計劃 Best Program to Prevent Heat Stroke at Work	金 Gold	-
港怡醫院 Gleneagles HK Hospital	最佳施工方案 Best Method Statement	金 Gold	幕牆施工方案 Curtain Wall Installation
-	職安健模範竹棚工 Outstanding Bamboo Scaffolder in Occupational Safety and Health	銅 Bronze	杜振華先生 Mr To Chun Wah
		優異 Merit	姚茂兒先生 Mr Yiu Mau Yee
-	職安健模範金屬棚架工 Outstanding Metal Scaffolder in Occupational Safety and Health	銅 Bronze	蔡子倫先生 Mr Choi Tsz Lun
		優異 Merit	柯世要先生 Mr Or Sai Yiu



青年魯班選舉
Young Lo Pan Award

由香港廣悅堂、建造業議會和職業訓練局合辦的「2016青年魯班選舉頒獎典禮」於7月16日假西環青蓮臺魯班先師廟舉行。協興今年共有三位前線同事奪得「青年魯班」殊榮，打破歷年紀錄。三位青年魯班分別為助理建造工程師趙秀芝小姐（左）、助管工區穎康先生（中），以及機電工楊樹權先生（右）。

The Young Lo Pan Award 2016 Ceremony, jointly organised by Kwong Yuet Tong Hong Kong, CICTA and VTC, was held on 16 July. Three Hip Hing front line staff members, Ms Anne Chiu, Assistant Building Engineer (left); Mr Alex Au, Assistant Foreman (middle) and Mr SK Yeung, Mechanic / Electrician (right) were named the Young Lo Pan of the year.

香港建築
信息模擬
設計大獎
Autodesk
Hong Kong
BIM Awards



9月28日，協興聯營的西九政府合署工程項目獲頒「2016年度Autodesk香港建築信息模擬設計大獎」，表揚該項目有效地運用建築信息模擬技術。協興是今年唯一獲獎的建築承建商，肯定了公司在業界採用先進科技的地位。

On 28 September, Hip Hing Joint Venture's West Kowloon Government Offices project won the Autodesk Hong Kong BIM Awards 2016, being the only main contractor among the awarded companies. This award recognizes outstanding performance with the effective use of building information modeling (BIM) technology.

五工地獲頒
節能證書
Five Constructions
Sites Awarded
Energywise Certificate



第十五屆香港職業安全健康大獎分享會暨頒獎典禮已於9月5日假香港會議展覽中心舉行。協興工程憑藉房屋署天水圍橋昌路居屋工程及梅窩銀鑛灣路居屋工程奪得「工作安全行為」金獎，而協興建業亦獲頒「安全表現大獎」。

香港職業安全健康大獎
分享會暨頒獎典禮
Hong Kong Occupational
Safety & Health Award Forum and
Award Presentation Ceremony

Hip Hing Engineering won the Gold award for Work Safe Behaviour Award for its project of Kiu Cheong Rd., Tin Shui Wai and Ngan Kwong Wan Rd., Mui Wo Home Ownership Scheme at the 15th Hong Kong Occupational Safety & Health Award Forum and Award Presentation Ceremony held at HKCEC on 5 September. Hip Hing Builders also received the Safety Performance Award at the ceremony.

惠保轄下多個地盤自去年起已取得「香港綠色機構認證」之「基礎級別」節能證書，今年再有五個地盤成功獲頒相同級別證書，包括：

Five Vibro's construction sites received the "Basic Level" Energywise Certificate of the Hong Kong Green Organisation Certification this year. The awarded sites include:

- 西九龍填海區道路改進工程
Road Improvement Works at West Kowloon Reclamation Development
- 上水彩園路地基工程
Foundation Works at Choi Yuen Road, Sheung Shui
- 秀明路地基工程
Foundation Works at Sau Ming Road
- 火炭禾上墩街地基工程
Foundation Works at Wo Sheung Tun Street, Fo Tan
- 東京街第1及2期地基工程
Foundation Works at Tonkin Street, Phase 1 and 2

工程概覽 PROJECT HIGHLIGHTS

協興建築成功獲取兩項工程合約，包括九龍啟德第1H區3號地盤新九龍內地段第6541號住宅及商業發展項目和筲箕灣內地段第854號的住宅項目，兩項工程已於今年第三季展開。

Hip Hing Construction has been awarded two contracts, including the proposed residential and commercial development at NKIL 6541 on Kai Tak Area 1H Site 3 and the proposed residential development at Shau Kei Wan Inland Lot No. 854. The two projects have already commenced in the third quarter of this year.

協興贏得兩項
新工程合約
Hip Hing Wins Two New Projects



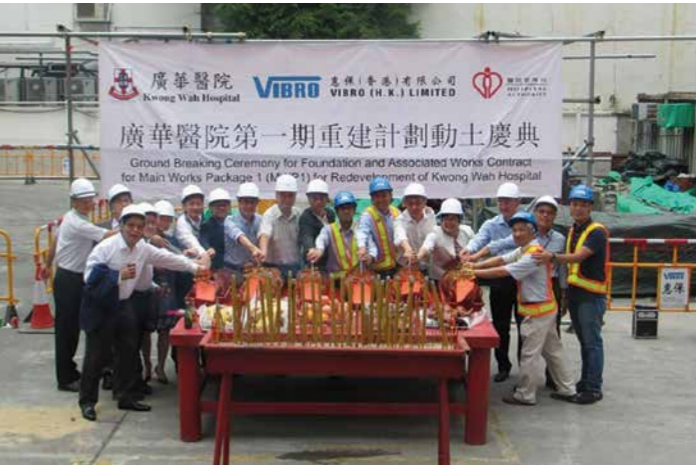
啟德區住宅及商業發展項目
的未來面貌
The appearance of the
proposed residential and
commercial development at
Kai Tak Area upon completion

	啟德住宅及商業發展項目 Residential and Commercial Development at Kai Tak Area	筲箕灣住宅項目 Residential Development in Shau Kei Wan
工程範圍 Description of Works	興建一層地庫和三層平台連停車場、零售商 舖和會所、以及4座高層及4座低層住宅大廈 Construction of 1-storey of basement and 3-storey of podium including carpark, retail and clubhouse, 4 numbers of residential high-rise towers, 4 numbers of residential low-rise towers	興建一幢樓高34層的住宅大廈連地庫機房、會所、庇護 層和空中花園等，另亦包括地下出入大堂、室外游泳池 和進行外圍工程和園林建設 Construction of 1 block of 34-storey high residential tower, including basement plant room, clubhouse, refuge cum sky garden, outdoor swimming pool and associated external and landscaping works
預計竣工日期 Expected Completion Date	2018年第三季 Third quarter of 2018	2018年第二季 Second quarter of 2018
工程團隊管理人員 Project management team leaders	合約經理黃鼎瑋、工程項目經理吳炎強，以 及工地總管簡磊石 Daniel Wong, Contracts Manager; Kevin Ng, Project Manager and LS Kan, Site Agent	助理合約經理黃卓光、副工程項目經理彭錦強，以及助 理工地總管馬興義 CK Wong, Assistant Contracts Manager; Victor Pang, Deputy Project Manager and HY Ma, Sub-Agent

廣華醫院
第一期重建計劃
動土慶典

Ground Breaking
Ceremony for
Redevelopment of
Kwong Wah Hospital

廣華醫院第一期重建計劃動土慶典已於8月1日舉行，出席嘉賓包括惠保、醫院管理局及廣華醫院的管理層代表。眾人一起進行上香和切燒豬儀式，祈求工程順利。此項目的工程範圍包括拆卸現有醫院大樓、建造49支直徑2.5至3米的大口徑鑽孔樁、挖掘與側向承托工程，以及其他相關地盤工程等，預計在2018年第三季完工。



主禮嘉賓進行上香和切燒豬
儀式，祈求工程順利
The officiating guests
performed a roasted pig
cutting ceremony wished
the project to go well and
smooth.

On 1 August, Vibro (H.K), together with the Hospital Authority and Kwong Wah Hospital held a ground breaking ceremony for foundation and associated works contract for redevelopment of Kwong Wah Hospital to mark the commencement of construction. The scope of this project comprises the demolition, construction of 49 nos. 2.5m to 3m bored piles, ELS for basement excavation, associated civil / building service works for alteration to existing building. The project is expected to be completed in the third quarter of 2018.

惠保贏取土地勘測和地基工程合約
Vibro Awarded Ground Investigation and
Foundation Projects

惠保（香港）成功取得兩項土地勘測工程合約，包括太古坊2B期發展第一階段工程合約，以及土木工程拓展署新界西場地勘探工程定期合約，兩個項目分別預計在2016年第三季和2018年第二季完工。

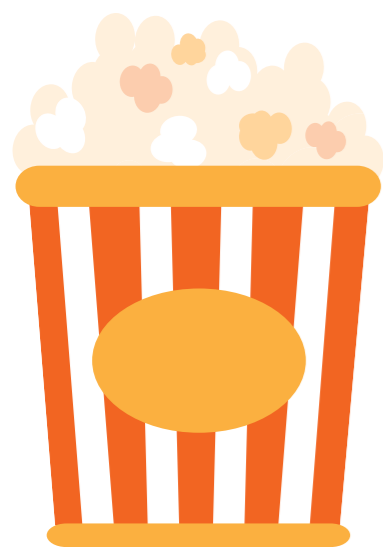
另外，公司亦獲批粉嶺皇后山第1號地盤（第三期）資助出售房屋發展計劃的地基、地盤平整、道路及渠務工程合約，項目範圍包括建造83支直徑2.7米的大口徑鑽孔樁、589支迷你樁柱、樁帽、地下室底層結構、挖掘與側向承托工程等，預計在2018年第二季完工。

Vibro (H.K.) has won two contracts, including the Taikoo Place Phase 2B Development Stage 1 and CEDD Ground Investigation - New Territories West. The projects are expected to be completed in the third quarter of 2016 and the second quarter of 2018 respectively.

A new contract of foundation, site formation, road and drainage for Subsidized Sale Flats Development at Queen's Hill Site 1, Fanling, Stage 3 has also been awarded to the Company. The scope of this project comprises the construction of 83 nos. of 2.7m dia. bored piles, 589 nos. mini piles, pile cap, basement substructure, ELS works, site formation, road and drainage works and waterworks. The project is scheduled to be completed in the second quarter of 2018.

新界西場地勘探簽約儀式
Contract signing ceremony of CEDD Ground
Investigation - New Territories West





1 2

合家歡電影日

Family Movie Day

協興－惠保康樂組於7月17日舉辦家庭電影日，進一步推動家庭友善文化。660位員工及其親友獲全數贊助觀賞3D動畫《海底奇兵2》，並享用爆谷小食，魚樂無窮。

Hip Hing-Vibro Leisure and Recreation Sub-committee organised the Family Movie Day on 17 July to promote the family-friendly culture. 660 staff members and their families enjoyed "Finding Dory" and popcorn for free.

3 4

天氣瓶製作班

Storm Glass Workshop

7月15日，20位同事一起發掘遠古的科學智慧，親手製作天氣瓶，隨時觀察結晶型態來預測天氣變化。

20 colleagues experienced the fun in science at a storm glass workshop held on 15 July. The storm glasses were beautifully done with white crystal inside which help predicting weather conditions.

5 6

玻璃盆栽製作班

DIY Terrariums

20位同事於6月25日參與「玻璃盆栽製作班」，把夢幻森林和心愛擺設放進玻璃瓶，打造獨一無二的私家小花園。

On 25 June, 20 colleagues joined a terrarium workshop to learn how to create their own tiny gardens nestled in the jars.

7 8

周五有食神

Snacks Day

8月5日，總寫字樓舉行「周五有食神」最終回之「夏日雪糕祭」。現場除了有三個放滿多款雪糕的雪糕櫃外，還有機械及物流部的同事即場製作鮮藍莓乳酪雪葩，令人暑氣全消。

The Snack Day series in the Head Office came to an end on 5 August with the Ice Cream Treat. There were three ice cream cabinets filled with different kinds of ice creams and a pop-up counter of freshly made blueberry sorbet which were operated by helpers from the Plant and Logistics Department.



揮熱血灑汗水 盡顯團隊力量

Sport Teams Showcase Team Spirit

協興和惠保運動代表隊的健兒來自不同部門和工地，本來互不認識，卻因運動走在一起，向共同目標奮鬥。公司透過建立體育文化，除了促進員工的身心健康外，亦藉以培養團隊合作精神。

Hip Hing and Vibro's sport teams bring groups of staff members from different departments and sites together to pursue common athletic goals. By building up a sports culture, the Company aims to enhance the wellness and foster the team spirit of employees.



1 足球隊 Football Team

陣容強盛的足球隊充滿拼勁，奮力勇戰各場賽事。球隊代表公司參與不同的業界比賽，摘得獎項。

新世界集團小型足球聯賽「新世界盃2016」－冠軍

2 乒乓球隊 Table Tennis Team

訓練和比賽使乒乓球隊更團結。眾人上下一心，齊創優異成績，付出的努力和汗水並沒有白費。

「工商機構運動會2016乒乓球比賽」
男子單打（甲組）－冠軍

「新創建乒乓球比賽2016」
男子單打及女子單打－冠軍



3 跑步隊 Running Team

沒有任何事情可阻擋跑手完成比賽的決心。跑步隊每年均獲公司贊助參與訓練班和出戰公開賽事，享受健跑樂。

渣打香港馬拉松2016

AXA 安盛香港街馬@九龍東2016

4 籃球隊 Basketball Team

籃球隊健將感情要好，默契十足。就是這份友誼，令球隊有更強的凝聚力，在場上發揮最大實力。

新世界集團籃球聯賽2015－季軍



5 羽毛球隊 Badminton Team

成軍不久的羽毛球隊在早前比賽中初試啼聲即打出名號，一口氣捧走六個獎項，實力強勁。

新世界集團羽毛球比賽2016－隊際亞軍

探訪麥當勞叔叔之家

Visit to Ronald McDonald House

7月9日，14位協興－惠保 Young Members' Club 義工前往位於沙田多石村的麥當勞叔叔之家探訪病患兒童，以行動發放正能量，把歡樂帶給正與癌症搏鬥的孩子。

On 9 July, 14 Hip Hing-Vibro Young Members' Club volunteers spent an afternoon playing games and visiting with sick children and families staying at the Ronald McDonald House at Shatin.



愛心捐血日

Blood Donation Day

協興－惠保養工隊五度與香港紅十字會合辦「愛心捐血日」，鼓勵同事們成為捐血英雄，拯救生命。今年的捐血日已於8月18及19日舉行，並得到協興建築集團和友好公司豐盛創建企業的員工共襄善舉，成功為香港紅十字會募集111包血。

Hip Hing-Vibro Volunteer Team has organised the annual Blood Donation Day for the fifth consecutive year. The event on 18 and 19 August attracted wide support from staff members from Hip Hing Construction Group and a neighbouring company FSE Holdings Limited participating in with a total of 111 bags of blood contributed to the blood bank of Hong Kong Red Cross.



安徒生會「卡通盆景DIY」

HAC Terrariums Workshop

協興－惠保養工隊再次出動，於9月24日為安徒生會的小朋友帶來一堂有趣的園藝課。25名義工與孩子一同製作玻璃盆景，認識微型生態系統之餘，亦接觸環保新玩意，激發創造力。

On 24 September, Hip Hing-Vibro volunteers and children from Hans Andersen Club gathered to customize miniature terrarium gardens. This fun workshop educated children about micro-ecosystem and inspired their creativity.



① Sylvia Yuen - 協興 Corporate Communications

小時候曾寫信寄去英國給「哈利波特」，怎料真的收到回覆啊！

② Michelle Fung - 協興 DMS Dept

這個舊灣仔郵局模型無論外觀及內貌都能重拾昔日風貌。

③ Icarus Chan - 協興 HC201508

為了記錄食過的所有味道，所以開始儲起來。



「員工天地」徵稿

Submit Your Entry!

截止日期
Deadline of
submission

25/11/2016

今天中午你和同事相約到哪間餐廳用膳？下一期主題是「我們的飯堂」，歡迎大家分享飯聚相片。投稿詳情如下：請把一張數碼相片或一幅圖畫，連同30字以內的文字簡述（中英均可）、姓名、所屬公司及部門等個人資料，電郵至sylvia_yuen@hiphing.com.hk。相片及圖畫需以「JPEG」檔案儲存，檔案不小於1MB。作品一經刊登，創作者可獲HK\$200超級市場現金券。

The upcoming topic of Staff Corner is "Our Canteen". You are welcome to e-mail ONE photo or drawing with a brief caption not more than 30 words to sylvia_yuen@hiphing.com.hk. File size should be at least 1MB. Staff members whose submission is published will be notified individually to receive a HK\$200 supermarket cash coupon.

活動前瞻 Upcoming Activities

月份 Month	義工活動 Voluntary Services	康樂活動 Recreational Activities
十一月 November	—	賞山行樂 Hiking Tour 聯合國兒童基金會慈善跑2016 UNICEF Charity Run 2016
十二月 December	「企業公民」青年義工嘉年華 “Corporate Citizenship” Young Volunteer Carnival 女青長者家訪活動 Home Visit to the YWCA Elderly	新創建勇跑地貌王 NWS Geo Hero Run 2016 協興建築集團聖誕聯歡派對 Hip Hing Construction Group Xmas Party
一月 January	安徒生會本地遊活動 Outing with children from Hans Andersen Club	賞山行樂 Hiking Tour

有獎問答遊戲 Quiz

問題 Question

請寫出「協興志」的六個特質。

Please list out the six qualities of “Hip Hing Spirit”.

參加表格 Participation Form

答案 Answer

姓名 Name

公司 Company

部門 / 工地 Department / Site

電話 Telephone

請把填妥的參加表格寄至九龍灣總寫字樓企業傳訊組或電郵至 sylvia_yuen@hiphing.com.hk。答中而獲抽中者可獲價值港幣200元超市現金券，名額共5個，截止日期為2016年11月25日。只供協興建築集團同事參加，每人只可遞交參加表格乙份。

Please send the participation form to Kowloon Bay Head Office (Attn: Corporate Communications) or email to sylvia_yuen@hiphing.com.hk by 25 November 2016. A total of five winners will each receive a HK\$200 worth of gift voucher. All Hip Hing Construction Group members are welcomed to join the quiz. Participants are allowed to submit one form only.

上期答案 Answer of the last quiz

16

得獎名單 Winners

Kathleen Lau (Plant & Logistics), Simon Kwok (HC201406), Ray Cheung (HC201309), Suki So (HC201506), Chiu Mei Ling (Accounts)

得獎者將由專人通知領取超市現金券。

Winners will be notified individually to receive HK\$ 200 gift voucher.