

協興雋語

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活力、堅毅與熱誠



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朱凱盈 Rosanna Chu

協興建築集團 Hip Hing Construction Group

香港九龍灣宏開道8號其士商業中心11樓
11/F, Chevalier Commercial Centre, No 8 Wang Hoi Road,
Kowloon Bay, Hong Kong
電話 Tel: (852) 2525 9251
傳真 Fax: (852) 2845 9295

協興建築集團成員包括

Members of the Hip Hing Construction Group

協興建築有限公司 Hip Hing Construction Co Ltd
協興工程有限公司 Hip Hing Engineering Co Ltd
協興建築有限公司 Hip Hing Builders Co Ltd
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惠保建築有限公司 Vibro Construction Co Ltd
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董事總經理的話
Message from the Managing Director

Traditionally, pine, bamboo and plum blossom have been used to exemplify fearlessness and perseverance. Despite 2020 being a year of disruption and chaos, we have seen great examples of steadfastness, spirit and hope. Amid the pandemic, the construction industry and Hong Kong people are fighting the virus with one heart! I would like to take this opportunity to thank our colleagues for their professionalism, commitment and team spirit during these tough times.

在悠久的傳統文化中，詩人畫家喜托物言志，以松、竹、梅推崇不畏艱難、不屈不撓的高尚情操。回顧2020年，歷史記載了動蕩、不安；同時，這不易的年頭亦盛載了「歲寒三友」之堅毅、力量、希望。疫情籠罩下，建造業及所有香港人同心同行，全力抗逆，謹此特別感謝同事，在重重挑戰中彰顯承擔、團結、專業。

近期順利竣工的工程包括兩項設計及建造工程——大嶼山竹篙灣臨時檢疫中心（第三A期）及青衣運輸署車輛檢驗中心。檢疫中心的工程團隊爭分奪秒，在短短三個月內以「組裝合成」建築法（MiC）建造857個檢疫單位，如期交付工程；運輸署車輛檢驗中心利用「考慮用家需求的設計」概念（Design for End-Users），為未來的工作人員提供安全及舒適的工作環境；另善用「可供製造及裝配的設計」（DfMA），建造冷氣及電氣系統，有效節省約40%的現場施工時間，及以MiC建造檢驗大堂的保安室。整體工程質素備受客戶表揚。

除了喜見DfMA及MiC的應用成果，建築資訊模擬技術的發展亦令人鼓舞。數項工程囊括多個矚目獎項包括國際獎項AEC Excellence Awards、Autodesk 香港建築信息模擬設計大獎及CIC「建築信息模擬項目」獎項（詳情請參閱「共創佳績」）。創新是以人為根本，為提升建造業的安全、生產力，我們會繼續穩打穩扎，發展落地的創新科技。

有賴各業務夥伴「齊齊拍住上」，公司業務穩步向前。截至2020年11月30日，協興的手頭工程合約總值達524億。未來，內外環境仍存很多不確定性，我們矢志與業界攜手，同創共贏。

新一年，祝大家吉祥如意、身體健康！

I am pleased to report that the design and construction projects of the Temporary Quarantine Facilities (Phase 3A) at Penny's Bay on Lantau Island, and Transport Department's Vehicle Examination Centre (VEC) at Tsing Yi have been successfully completed. The project team at Penny's Bay raced against time to construct 857 units, through the application of MiC within a short timeframe of 3 months. For the VEC project, it realised the concept of "Design for End-Users", so as to provide a safe and comfortable working environment for the staff in the future. In addition, with the implementation of Design for Manufacture and Assembly (DfMA), the project reduced the on-site construction time of the HVAC and Electrical Systems by 40%. MiC was also applied for the construction of the security booths at the vehicle examination hall. The Client expressed appreciation for the outstanding performance of the project team.

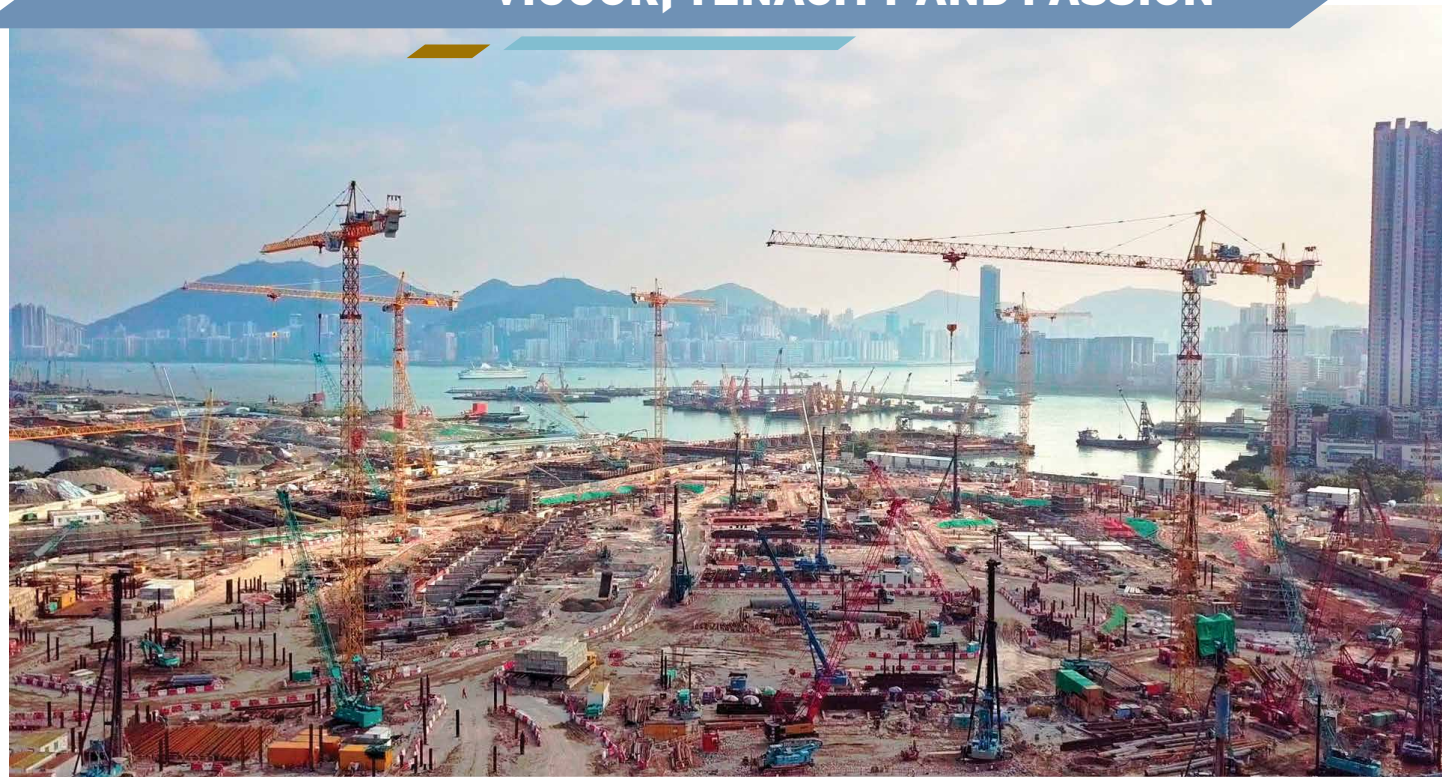
It is also pleasing to see the continued development of our BIM capability being recognised. We recently received honours at the International AEC Excellence Awards, the Autodesk Hong Kong BIM Awards and the CIC BIM Awards, (please refer to the "Achievements" section for details). We pursue such innovation for the benefit of the industry and its people. We will continue to invest in innovations, especially those that boost safety and productivity in the industry.

All of our business partners have contributed to the steady growth of our business, and we greatly appreciate their support and the trust they place in us. As at 30 November 2020, the value of our contracts on hand stood at HK\$52.4 billion. Looking ahead, we are committed to working with our industry peers to shape a better tomorrow for the industry, despite the uncertainties that lie ahead of us.

In the coming year of the Ox, I wish you all good luck and good health.

活力、堅毅與熱誠

VIGOUR, TENACITY AND PASSION



協興及啟德體育園有限公司 (KTSPL) 肩負重任，積極打造全港最大的體育基建項目——啟德體育園。

How Hip Hing and Kai Tak Sports Park Ltd. (KTSPL) have been tackling the challenges of constructing Kai Tak Sports Park, Hong Kong's largest new sports complex.

啟德體育園設置主場館，配備開合式上蓋，並可容納50,000名觀眾；另設大型多用途室內體育館與公眾運動場，以及佔地逾8公頃的公共休憩空間、室外球場和兒童遊樂場。啟用後，將為公眾提供前所未有的康樂體驗。

啟德體育園是一項意義重大的項目，工程龐大，無疑為工程團隊帶來多項挑戰。在這一期，工程團隊的幾位關鍵成員，會為大家分享當中的經驗及施工方案。

When Kai Tak Sports Park (KTSP) opens, it will offer an unprecedented variety of sporting facilities, including a 50,000 seat Main Stadium with retractable roof, a large multi-purpose Indoor Sports Centre and a Public Sports Ground as well as more than 8 hectares of open spaces, outdoor ball courts, and a children's playground.

But building this monumental new sports complex has come with a number of challenges. For this article, several key members of the Hip Hing and KTSPL team discussed their experiences overcoming these challenges and making the design for KTSP a reality.

工程項目總監高興家 (Kelvin) 表示，早於啟德體育園建造初期，工程團隊已積極實踐有效管理的三大原則——善用人力資源、優化工序流程和大膽利用科技。

同時，要打造如此大規模、而且相當複雜的項目，團隊必須擁有三大特質：活力、堅毅和熱誠。

啟德體育園是全港最大的體育基建項目，坐擁前啟德機場的壯觀景致，佔地約28公頃。園區將打造成世界級的多元活動體育場地，舉辦一些享負盛名的亞洲和國際體育盛事，同時為公眾提供優質的公共休憩空間。

When asked if there was a central idea that guided him during the early construction stages of Kai Tak Sports Park, Kelvin Ko, Project Director, said it was about making the best use of people, processes and technology and bringing the project to fruition with "vigour, tenacity and passion."

Given the size and complexity of this landmark project, it is easy to see why these three characteristics have been so important.

KTSP is the largest sports project in Hong Kong, with more than 28 hectares of cutting edge sports facilities capable of hosting some of the most prestigious regional and global sporting events as well as open spaces for the public, amidst the spectacular setting of the former Kai Tak Airport.



由左至右：
項目經理（設計管理）區澤倫；助理項目環保經理羅俊彥；高級工程項目經理黃偉倫；
工程項目總監高興家；建築資訊模型主管黃志斌；高級項目經理（設計管理）劉偉基
From left to right:
Jeffrey Au, Project Manager [Design Management]; Hiko Law, Assistant Project Environmental Manager;
Michael Wong, Senior Project Manager; Kelvin Ko, Project Director; Billy Wong, Head of BIM;
Albert Lau, Senior Project Manager [Design Management]

龐大團隊 分享共同願景 Collaboration and Teamwork

項目的另一個獨特之處是工程團隊規模龐大，成員來自不同的專業和國家，大家必須在短時間內迅速協調和緊密溝通，分享共同願景，攜手合作為重中之重。

因此，Kelvin建立了以綜合項目交付為本（IPD）的管理方案。Kelvin解釋：「IPD廣泛應用於美國，為全球『項目管理』的概念。大型及複雜的工程項目講求速度及效率，IPD能協助我們提高可建造性，並會監察進度，使工程達致最佳效益，締造項目成果。」

完善的報告系統亦非常重要。為達致項目文件管理系統的標準要求，Kelvin的團隊採用了網上數據庫系統，並建立共用資料環境（CDE）以編制報告，藉此檢視工程項目的進展、識別問題及擬定解決方案。Kelvin說：「該系統儲存項目的所有資料，完備的資訊管理能有效促進溝通，以作出更聚焦的決定。對於建造如此大型的項目，可謂發揮關鍵作用。」

工程團隊亦採用了數碼工程監察系統（DWSS），追蹤建築材料的物流及運送情況。當系統與建築訊息模擬（BIM）連接時，項目團隊和其他持份者便可獲取建築材料的實時資訊。

同時，透過提供清晰的工作分配和追蹤功能，系統有助各項目持份者建立互信。

Another distinctive feature of the project is the large number of stakeholders, staff and project partners from multiple disciplines and countries, all of whom need to be working in concert, within a limited time frame, towards a common goal.

To ensure this happens, Kelvin established a system of governance based on the Integrated Project Delivery (IPD) approach.

"Integrated Project Delivery is global project management concept that is widely used in the United States," said Kelvin. "It was adopted for KTSP to tackle the challenges of a fast-track project as it helps us to increase buildability, optimise project results, monitor progress and maximise project efficiency."

Robust reporting is also critical. To meet the requirements of the project document and management system, Kelvin's team acquired an online database system to establish a Common Data Environment (CDE) to generate reports for reviewing project progress, and allowing a focus on the key issues and challenges. "It is a repository of all project information so that we have better information control, as well as more effective communication, and accurate decision making. These are very, very important for projects of such a sizable scale."

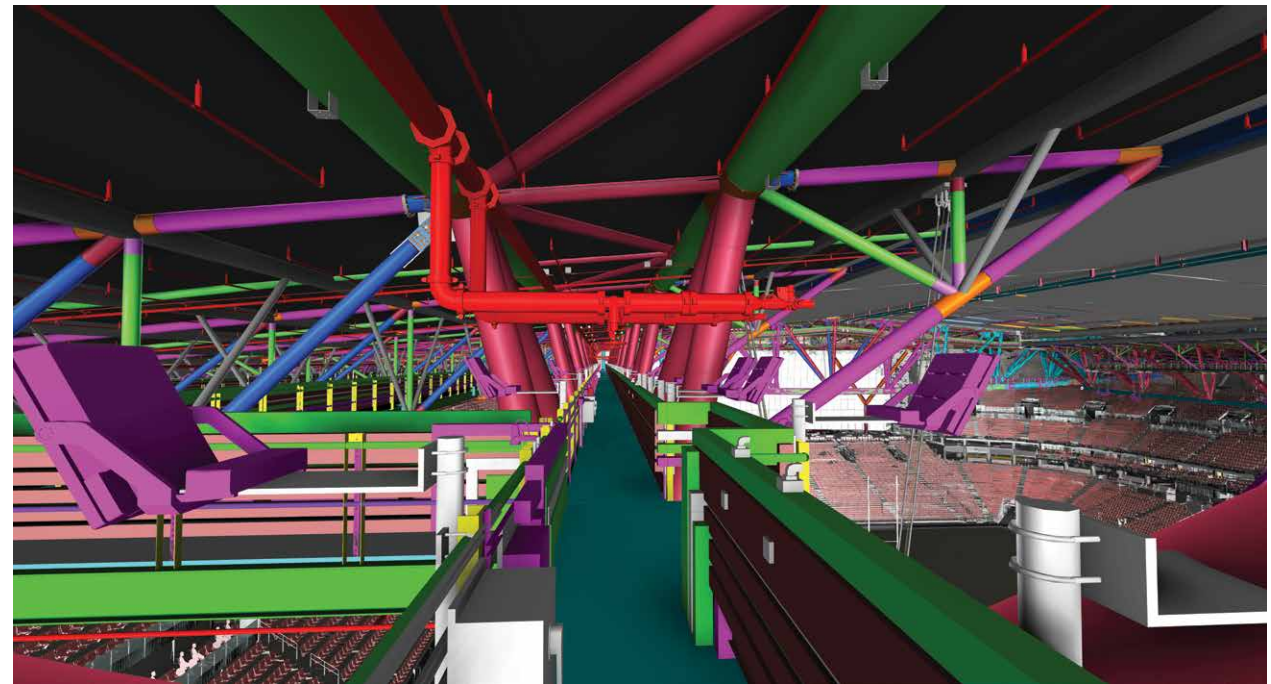
Also implemented is a Digital Work Supervision System (DWSS) that allows the delivery of construction materials to be registered and tracked. When linked with Building Information Modelling (BIM) software, it can tell the project team and other stakeholders the information of the materials in real time.

By providing accountability and traceability, these systems have helped to build trust among the project's stakeholders.



最尖端的創新科技

Technology at the Forefront of Innovation



應用建築資訊模擬
Adoption of BIM

為提升建造質素，項目團隊利用一些目前最先進的建築技術，包括「可供製造及裝配的設計」（DfMA）、擴增和虛擬實境、無人機以及人工智能分析。

BIM把這些技術連接，讓團隊能在共用資料環境中，收集和整合所有項目資訊，促進協作，並能預早計劃工程，為工程提供最佳的施工方案。

建築資訊模擬主管黃志斌（Billy）負責管理啟德體育園項目的BIM團隊。BIM團隊由70多家本地和國際企業的500名專家組成。他指出，由工程展開以來，BIM成為項目致勝的關鍵工具。

他直言：「如沒有BIM的協調，我們是無法在初始設計的高峰階段完成設計工作。同時BIM讓我們在虛擬環境中，在工程開展前，及早洞識問題，實踐可行的解決方案。」

To build the KTSP, the project team is making use of some of the most advanced construction technologies currently available, including DfMA (Design for Manufacture and Assembly), Augmented and Virtual Reality, drones and Artificial Intelligence analytics.

Linking all of these technologies together is BIM, which enables the team to centralise and integrate all project information in a CDE, enhance collaboration, provide optimal engineering solutions and plan ahead.

Billy Wong, Head of BIM at Hip Hing, oversees the KTSP BIM team of 500 experts from more than 70 local and international companies. He points out that BIM has been a critical tool for the project right from the beginning.

"Without BIM, we could not have completed all the design during the initial peak design period," he said. "We were able to identify all the problems ahead of construction in the virtual environment created by BIM and rectify them."

Billy團隊採用的IPD，亦是以BIM為核心，藉此提高可建造性，及施工效率。作為BIM共用資料環境平台的一部分，IPD透過提供不斷更新的數據，加強所有持份者之間的溝通。相比傳統的紙本方法，IPD展現更高的效率，而且能減少資訊過時和數據遺失的風險。

BIM與虛擬實境結合，可以幫助持份者準確地透視設計的外觀，甚至可瀏覽模型，掌握最終建築成品的模樣，亦協助持份者識別需要改動的地方。

工程團隊的目標之一，是節省建造成本並提高安裝效能，因此，團隊使用另一個以BIM為本的技術——DfMA。



沉浸式模擬實景技術讓持份者於虛擬環境中瀏覽BIM模型，藉此促進協作及優化設計

BIM Cave to allow stakeholders to visualise the BIM model in a virtual environment, thus to facilitate coordination and enhance design optimisation

BIM is also at the heart of the Integrated Project Delivery (IPD) approach taken by Billy's team for increasing constructability and project efficiency. As part of a BIM CDE platform, IPD improves coordination among all stakeholders by providing constantly updated data. This is much more efficient than the traditional paper-based approach as it reduces the risk of outdated information and data loss.

Paired with Virtual Reality, BIM can help stakeholders visualise exactly how the design will look and even walk through a model to see what the end result will look like and identify areas for improvement.

As one of the objectives of the team is to save on manufacturing costs and improve installation performance, DfMA is another BIM-based process that has been called upon.

在BIM的輔助下，DfMA協助工程團隊在工序繁多的工地上規劃物流、排列工序、管理廢料及儲存物料，從而節省人力資源。Kelvin說：「DfMA的概念是在施工過程中，將工序移至工地以外的地方處理。」

於建造主場館的工程，工程團隊採用DfMA建造約85%的雨幕鋁板，鋁板總數從42,500塊減少至約27,500塊。

另外，DfMA亦有效協助工程建造機械、電氣和管道（MEP）模組件，及約三萬噸的鋼結構，即相當於三個艾菲爾鐵塔的鋼鐵量總和。

Aided by BIM, DfMA is helping with logistics planning, the sequence of works, waste management and material storage on a very congested site, and save on manpower. "The concept is to do as much offsite work as possible in parallel with the construction work," said Kelvin.

On the Main Stadium façade, DfMA was used to fabricate about 85% of the façade panels and reduce the overall number of panels from 42,500 to around 27,500.

Other key DfMA items include the MEP modules and steel structures, which on the KTSP will require about 30,000 tonnes of steel equivalent to three Eiffel Towers.

為城市締造綠色 A Green Facility for All of Hong Kong

啟德體育園的設計概念以可持續發展為核心，無論於施工過程或日後的園區管理，均實踐綠色意念。

為確保項目符合「環境影響評估」的標準，助理項目環保經理羅俊彥（Hiko）積極管理工程對社區環境的影響，包括噪音、空氣污染和廢料等。

從Hiko管理的團隊規模，反映了協興對保護環境的重視。Hiko表示：「一般的工程項目只會有一至兩名專責的環保人員，但啟德體育園的工程項目，公司則指派共八名的專業人員，負責指導和監督工程的環保工作。」

啟德體育園包含多項環保及可持續發展元素，於設計中可見一斑，例如主場館的開合式上蓋設有吸音板、園區巴士站上蓋備有城市空氣淨化系統（CAPS），以淨化周邊的空氣。此外，園區內亦提供現代化進氣單元（AIU），比一般的空氣淨化系統更安靜、美觀和節省能源。而整個項目亦設有無障礙設施，以供社區使用。

Hiko的團隊採取香港綠色建築議會「綠建環評社區」的建議，冀望達致多個可持續發展評估項目的指標，締造綠色工程。

Hiko分享：「像香港這個人煙稠密的城市，綠建環評社區標準成為我們重要的指標工具，以量化我們的工作，避免工程對社區造成負面影響。」

憑著團隊的攜手努力，工程項目榮獲綠建環評（社區）鉑金級認證。該認證表揚了項目團隊在建構社區和公共康樂設施的過程中，與持份者保持良好的溝通。



以風車及太陽能發電推動可持續發展，及為工地辦公室提供電力
Wind turbine and solar panel to promote sustainability and generate electricity for site office

KTSP has been designed as a sustainable facility, both during construction and after its completion.

To ensure the project meets the high environmental standards set in the Environmental Impact Assessment, Hiko Law, Assistant Project Environmental Manager, has been appointed to monitor impacts such as noise, air pollution and waste management.

The size of the team overseen by Hiko reflects the importance of environmental management that Hip Hing has attached to this project. "On most of our projects, only one or two environmental specialists will be assigned," Hiko said. "But this project has a total of eight specialists guiding and monitoring the work of the engineering consultants."

Many sustainability features have been incorporated into the design. These include acoustic absorption panels underneath the retractable roof of the Main Stadium and a City Air Purification System (CAPS) that cleans outdoor air around the bus shelters at the site. Also provided are modern Air Induction Units (AIU), which are quieter, more aesthetically pleasing and energy efficient, as well as barrier-free facilities throughout the project.

To evaluate the project against a number of sustainability indicators, Hiko's team has been following the recommendations of the BEAM Plus Neighbourhood standard of the Hong Kong Green Building Council.

"BEAM Plus Neighbourhood is an important tool in a high density city such as Hong Kong," said Hiko. "It helps us to avoid negative impacts on the community and quantify how much we have done."

For this project, the environmental team achieved a Platinum rating and was commended for its neighbourhood amenities and public recreational facilities as well as for its efforts to engage stakeholders.



高級工程項目經理黃偉倫 (Michael) 的主要職責之一，就是締造持份者參與的機會。

他表示：「這是香港最重要的體育基建項目之一。目前，很多建築機械於工地進行施工，工程車輛經常出入，可能會對公眾造成不便。」

Michael相信，讓公眾明白項目對城市創造的價值，並為他們講解工程進展，均有助創造社區共融。

「我們與政府有關部門和區議員保持緊密聯繫，向公眾和當區居民傳達工程資訊。若公眾有任何查詢，可以透過24小時項目熱線與我們聯絡。」

Michael的團隊亦負責項目員工的健康和福利，在工地提供食堂、健身室、淋浴等設施，以及接駁巴士服務。當新型冠狀病毒在香港爆發初期，團隊隨即採取多項預防措施，以確保工程人員的安全。例如在整個工地範圍包括工地辦事處和工地入口，設置紅外線溫度掃描和消毒設施，並優化清潔和消毒系統，確保口罩和手部消毒劑的數量充足。團隊亦提供健康檢查和新型冠狀病毒資訊分享會議，以加強工地的防疫意識。



工程項目團隊積極服務社區
Serving the community

設置駁船設施以減少使用泥頭車及碳排放
Barging facility to reduce the uses of dump trucks and carbon footprint



Stakeholder engagement is also one of the primary responsibilities of Michael Wong, Senior Project Manager.

"Our project is one of the most important sports infrastructure projects in Hong Kong," he said. "However, there is currently only a construction site with a lot of construction plant and trucks around the district. People may feel disturbed by this."

By letting members of the public know what value the project has for the city, and by keeping the public up to date on its progress, Michael believes they will be more accepting of the construction works.

"We keep in touch with relevant government departments and district councillors and work closely with them to convey messages to the public and the residents in the district. If members of the public have any enquiries about our project, they can reach us on a 24-hour project hotline."

Michael's team is also responsible for the health and wellbeing of the site staff and has provided them with amenities such as a canteen, gym, shower facilities and a shuttle bus service. When COVID-19 first broke out in Hong Kong, they implemented a number of precautionary measures to keep staff safe. These included infra-red temperature scanning in all buildings and entrances, disinfection facilities, an enhanced cleaning and disinfection regime, sufficient quantities of masks and hand sanitisers, health checks and COVID-19 sharing sessions.

協興、KTSP與香港創造共贏 Big Wins for Hip Hing and KTSPL... and Hong Kong

環保團隊榮獲多個可持續發展獎項，肯定了協興及KTSPL整個團隊的努力。項目不但榮獲綠建環評BEAM Plus (社區) 的鉑金級認證，亦榮獲三星級中國綠色建築設計標識，以及連續兩年(2019年及2020年)於環保促進會的「香港綠色企業大獎」奪得「優越環保管理獎 - 項目管理 (大型企業) - 金獎」。

Billy的團隊在BIM的實際應用方面，亦獲得高度讚揚，包括榮獲「Autodesk香港建築信息模擬設計大獎2020」、「2020年全球工程建設業卓越BIM大賽」晉身最後3強，以及於建造業議會舉辦之「建築信息模擬成就嘉許禮」獲頒發「2020建築信息模擬項目」獎項。

Kelvin表示：「獲獎對團隊來說，絕對是一種推動力；對BIM團隊而言，尤其鼓舞 - 對於努力成果備受認可，他們感到非常振奮。」

工程項目的每一位成員，包括環保和BIM的團隊，都應為自己的專業引以為傲。當啟德體育園於2023年落成時，相信每一位香港人，對於這世界地圖上的體育新地標，都會感到自豪。



協興執行董事兼KTSPL總監 (設計及建築) 馬德源先生與BIM團隊獲頒「Autodesk香港建築信息模擬設計大獎」

Mr Kenneth Ma (middle), Executive Director of Hip Hing & Director (Design & Build) of KTSPL and BIM team received accolades of Autodesk Hong Kong BIM Awards



高級工程項目經理鍾偉克代表團隊獲頒「香港綠色企業大獎」之金獎
Eric Chung, Senior Project Manager received the Gold Award at Hong Kong Green Awards 2020 on behalf of the team

In recognition of the work Hip Hing and KTSPL have been doing, the environmental team has won several sustainability awards. On top of achieving a BEAM Plus Neighbourhood Platinum rating, they earned a China 3-Star rating and a Green Management Award - Project Management (Large Corporation) - Gold Award at the Green Council Hong Kong Green Awards for two consecutive years (2019 & 2020).

Billy Wong's team has also earned high praise for their practical application of BIM, including the Autodesk Hong Kong BIM Awards 2020, a finalist ranking in the AEC Excellence Awards competition in the Building Design - Large Project category, and BIM Projects 2020 at the BIM Achievement Award organised by Construction Industry Council.

"Awards are good for the team," said Kelvin Ko. "People are very encouraged, particularly our BIM team - they are very excited because what they have done has been recognised."

But it's not just the environmental and BIM teams who can take pride in their achievements. Everyone working on this project can be proud of their contributions to this project, as indeed can everyone in the city when KTSP completes in 2023 and puts Hong Kong on the global sporting map.

與社區共同抗疫 Fighting virus together

2020年，疫情籠罩下，建造業齊心協力，共同防疫抗疫，協興亦發揮團隊力量，積極與業界對抗疫情。

Amid the pandemic, Hip Hing has joined the construction industry to fight the virus with one heart.

1



向員工派發九批口罩超過
Distributed masks to staff over

954,750 個
pieces

(截至2020年12月 As of December 2020)

2

協興 - 惠保義工隊向香港基督教女青年會及東華三院捐贈防疫用品

Hip Hing-Vibro Volunteer Team made donations to the Hong Kong Young Women's Christian Association and the Tung Wah Group of Hospitals to purchase anti-epidemic items



繪製超過
Crafting over

600 張心意卡
greeting cards



3

包裝防疫包，並派發予工程項目之周邊社區

Packed anti-epidemic packs and distributed to the communities

受惠人士約 Reaching

5,000 名
people



4

工程團隊於工地設置安全用膳地方 Setting up safe dining areas for workers



Simon 仔變 Simon Sir From 'Little Simon' to 'Simon Sir'

「初入協興時，人人叫我Simon 仔。權哥教我如何營運一個項目，他很提携後輩，對人對事都很平和，經常說『大家做事都以合理為原則啫。』」許志光（Simon）口中的權哥，正是已經退休的總經理吳權。

當日的助理工程師「Simon仔」，今日已晉升為助理合約經理，人稱「Simon Sir」。30年來，他與協興一同成長，見證地盤工作環境不斷改善、安全和培訓管理日趨完善、建造科技日益進步。他說，「一分耕耘，一分收穫」一直是他的座右銘。

“Everyone called me ‘Little Simon’ when I joined Hip Hing 30 years ago. It was Mr Ng who taught me how to manage a project. He was my mentor – calm and even-tempered at all times. Among the many things he told me was that we would agree on things that seemed fair and make sense,” says Simon Heo in reference to the now-retired General Manager Ng Kuen.

Simon was an Assistant Engineer when he joined the company. Over the years, through dedication and hard work, he has moved through the ranks to become Assistant Contracts Manager and is now known as “Simon Sir”. Growing together with Hip Hing, he has witnessed the advancement of the Company in all aspects.

“You reap what you sow” is my motto and I always try to do my best at everything I attempt to do,” says Simon.

管理層支持 壓力變動力 Solutions provided by management support

多年來曾參與的工程一項接一項，當中必然遇上不少挑戰和困難。「試過有一項工程，那時工期愈來愈緊迫，壓力好大。好彩威哥（總經理關威）非常支持團隊，同時鼓勵我們用誠意與業主溝通和討論，最後慢慢收窄雙方的分歧。」

Though Simon has overcome numerous challenges in the countless projects he has managed, he recalls a project that was particularly stressful for the team as it involved extremely tight working schedules.

“We were grateful to have the support of General Manager William Kwan. He encouraged the team to communicate with the client and discuss the issues frankly. Due to our efforts, we were able to narrow the communication gap in the end.



30年來從未言倦，Simon 直言
每日都在享受工作的樂趣
30 years of work-life balance,
Simon is never tired of his work

對同事亦師亦友 – 要教 要放手 要聆聽 Teach, encourage and listen for team building

我有責任將多年累積的經驗教導同事，特別是不可重蹈從前的錯誤。正如從前我的上司說「做錯事不要緊，錯一次OK，重複犯錯就不能接受了」。我將經驗傳授給同事，幫助他們成長，亦是幫助自己成長哦！

落實施工方案後，要放手讓團隊大膽嘗試，然後定時監察和跟進。有時要勇敢做決定，遇到困難時，要顯示承擔，與團隊一起解決問題。

遇上人際相處問題，不論是同事間、部門間，或與業務夥伴的合作，我們都應細心聆聽，從中梳理和調停。

Being a manager as well as a mentor, it's my job to pass on the lessons I've learnt so that team members can avoid making the same mistakes again. As my mentor used to say to me, “It's OK to make mistakes, but never the same ones again.”



Simon 於1991年7月加入協興大家庭，
於梨木樹地盤擔任助理工程師
Simon joined the Hip Hing family in
July 1991 as an Assistant Engineer at
the Lei Muk Shue site

When construction planning is finalised, I encourage the team to do their best at work and then I follow up with regular reviews. I'm aware that I'm the one to make final calls on critical decisions – and I'm obliged to lead them when there are challenges. Together, we are an “A-TEAM”.



Simon感謝太太和兒子一直在背後支持
Simon feels blessed to have his family's care and support

監控工程 + 全面人際管理 Project monitoring and interpersonal management

Simon認為作為管理人員，一方面要監控工程的每一個細節，包括合約條款、成本、進度等等；另一方面，要注意全面的人際管理，做好溝通橋樑的角色。因為對上，他要聽取業主和工程顧問的意見；對下，要與分判商緊密合作；對團隊，要給予指導、支持和關懷。

Simon (左一) 與施工團隊及管理層到台山康橋溫泉慶功
Simon (first left) at a celebration trip with the project team
and Management in Mainland China



Simon said, “I'm currently held responsible for every aspect of construction projects, including contractual terms, cost analysis and construction progress. More importantly, I have to pay special attention to interpersonal relationships, bridging the gaps between all stakeholders to achieve collective success in all projects. In particular, I have to listen to the opinions of clients and consultants while also cooperating closely with subcontractors. As for team members, guidance, support and care are essential throughout the entire construction period.”



Simon (右三)
獲邀出席直升機坪開幕典禮
Simon (3rd from right) at a helipad
opening ceremony

何謂成功的項目管理？ How can contract management be successful?

Simon Sir毫不猶豫地說：「團隊精神。」他堅信只要能團結業主、顧問、分判商、工程隊伍，以至寫字樓的後勤支援，大家衷誠合作，凝聚成一支緊密的團隊，抱著共同的目標和信念，互信而透明，這樣，無論工程面對多大的困難，都必定能夠解決，推動工程順利完成。

“It's all about teamwork,” Simon replies without hesitation. “When all stakeholders form a united front, sharing the same goals and vision – and with mutual trust and transparency – I'm sure we can overcome any challenges and complete projects with confidence and pride.”

「土」生「金」 專業地基工程30年 3 decades in Substructure Works

義合控股有限公司與協興合作超過20年，由挖掘及安裝橫向支撐工程至設計和建造合約，所有項目如期交付。義合董事總經理詹燕群說：「做工程同娶老婆一樣，未落實方案之前，未知那是否最佳決定；決定了，就要做到最好。答應了，就要履行承諾。」

Yee Hop Holdings Limited has been working together with Hip Hing for more than 20 years on substructure and design-and-build contracts. All of them were delivered on time!

“Contract management is very similar to marriage. Before you commit, you may wonder whether you’re making the right decision. But once you’ve committed, you have to deliver on your promise,” says Jackin Jim, Managing Director of Yee Hop Holdings Limited.

質素第一 合作愉快
Eye to eye on project quality

詹燕群強調，協興是一家「人情味公司」。他回想當年與協興一起建造東涌東薈城重建項目，工程難度非常高，商場一面運作，工人則需要於上層建築施工。他說：「義合和協興兩支團隊合作愉快，依時起貨之餘，又在預算之內，達到零意外，更得到業主讚賞。最後業主的項目經理宴請義合全部工作人員，大家都好開心。」

中環美利道2號是另一個極富挑戰的項目。詹燕群解釋工程附近有五條貼近的隧道，他們要在狹窄的地盤進行挖掘及安裝橫向支撐工程，最難是挖兩條深坑。義合和協興於2020年初已經開始討論工程細節，至6月動工，詹燕群連續兩個月，每天到地盤巡視。他鬆一口氣說：「整個過程大家開心見誠，至今，最困難的部分已經完成，預見其餘工程亦會順利交付。」

Jim emphasises that Yee Hop has established a unique friendship as well as cooperation ties with Hip Hing over the years. He recalls the Citygate renovation project at Tung Chung which was particularly challenging with two project teams working seamlessly above an operational shopping mall. “The project was delivered on time, within budget and with no injuries. We were happy, the client appreciated the work and all Yee Hop team members were invited to a celebratory dinner after the project was completed.” he says.

The 2 Murray Road Project at Central was another challenge. As Jim explains, there were five tunnels adjacent to the site. In this difficult trench-excavation project, the biggest challenge is to construct two deep trenches in a congested area. Yee Hop initiated planning and discussions with Hip Hing in early 2020, and he personally visited the site every day for two months after construction commenced in June. “Despite the difficulties, it was gratifying to see our devoted teams working closely together,” says Jim with a smile.

詹燕群要求員工
在地盤要時刻提高警覺
Jim requires his staff to stay
vigilant on site at all times



與時並進

1988年，詹燕群與友人一拍即合，成立義合工程。經過30多年的努力，由一間只有幾人的公司發展至今擁有400多名員工，在香港的地基和隧道工程界享有盛名。

無論在安全、科技、環保、質素各方面，公司與時並進，詹燕群說：「我們的宗旨是做好每一單工程。我們的團隊，有經驗，有技術，承接的工程難度較高，不會用價錢相就。」



挖掘及安裝橫向支撐工程小知識

是專業，不是「玩泥沙」！挖掘及安裝橫向支撐工程是泛指將泥土搬運轉移和支撐的一個統稱。它涉及大型挖掘、地基、地盤平整、側向承托、挖坑、建造隧道等。任何大型基建、大部分的土木工程，一定涉及挖掘及安裝橫向支撐工程工作。

現今的工程已引入不少新型機械和技術，例如最新的隧道建造工程，以機械代替工人在地下施工；從前只能做點對點的挖掘，現在更引入了轉彎技術。



詹燕群（右）親赴外地廠房取經，以提升施工技術及效率
Jim (right) visited overseas factories to acquire industry techniques that enhance safety and efficiency

人情味濃 三代同堂 It's the people that matter

多年來詹燕群與拍檔一起成長，一起經歷，關係當然要好；部分員工30年來一直為義合服務。有一個家庭，爺、子、孫三代都在義合工作。

他說：「能夠傳承經驗對公司非常重要。我們除了一般的招聘外，會鼓勵同事介紹親戚朋友加入義合，我們稱之『第二梯隊』。」詹燕群時常鼓勵同事之間，要多一點關懷體諒，大家行多一步，為別人設想。

Over the many years that the company has been developing, the Jim's bond with his partners has grown stronger. There are staff who've served the company for more than 30 years, including a family of three generations (grandfather, father and son).

“It's our aim to pass on our valuable experience. Apart from conventional recruitment methods, we welcome staff to refer friends and relatives so as to nurture new talents for the company.” Jim says. In the meantime, he encourages staff to give extra care and consideration for each other. With a caring environment, Yee Hop is always a welcoming place for everyone.

公道與認真 成義合精神 Fair and conscientious

對內對外，詹燕群堅持公道原則，亦要求員工事事認真。

他說：「我經常向同事解釋，每一個項目、每一個地盤都各有特點，工程計劃不可以每次都依樣葫蘆。填寫標書時，要想清楚每個工程步驟、預算成本和工期，中標後要依足標書履行承諾，不可以有半點差池。在地盤，我要求同事落手之前想清楚，依足施工計劃，跟足程序和安全措施，萬萬不可以『未瞓醒吓吓吓咁』，因為一個不留神，後果會好嚴重！」

In business, Jim adheres to the fair-play principle both within and outside the company, and for staff, he asks them to be conscientious.

“As I always say, no two projects are identical and no construction plan can be copied from one site to another. Before tender submission, we have to outline every single operational procedure, all the cost controls and the construction milestones clearly, as these will be our deliverables once the contract is signed. On site, I require that my staff stay vigilant, keep a close eye on sticking to construction plans, carry out mandatory procedures and implement safety guidelines at all times. This is because a single moment of absent-mindedness can be catastrophic for an entire project.” Jim says.



義合大家庭人情味濃30年
Yee Hop has been a warm family for its staff for 30 years



詹燕群（前排右八）帶領義合勁旅參與建造業競跑活動
Jim (8th from right, front row) leads the Yee Hop team to participate in industry-wide sport activities

協興榮獲七個建築信息模擬獎項 Hip Hing scoops seven BIM accolades

Construction Industry Council's BIM Award



11月10日，科學園創新斗室和啟德體育園工程項目獲得建造業議會「2020建築信息模擬項目」(BIM) 獎項。該獎項嘉許本港建築項目團隊在建築生命週期中創新地使用BIM技術，並能應用最佳實踐。

此外，建築資訊模型主管黃志斌先生亦獲「2020建築信息模擬專業人員」獎項，以表揚其在BIM領域取得卓越成績及致力推廣BIM技術應用。

On 10 November, InnoCell and Kai Tak Sports Park received the "BIM Projects 2020" at the BIM Achievement Award organised by the Construction Industry Council (CIC). The recognition goes to exemplary projects that have adopted the innovative use of BIM and demonstrated good practices.

Mr Billy Wong, Head of BIM, was awarded the "BIMers 2020", which celebrates professionals who have made a significant contribution in promotion of BIM.

Autodesk Hong Kong BIM Awards 2020



11月27日，啟德體育園、科學園創新斗室及元朗八鄉少年警訊永久活動中心臨時檢疫設施工程項目獲頒「2020年度Autodesk香港建築信息模擬設計大獎」，表揚工程項目有效地運用BIM技術，藉此推動行業發展。

On 27 November, three of Hip Hing's project – Kai Tak Sports Park, InnoCell, Temporary Quarantine Facilities at Pat Heung – were recognised as Award Winners at the Autodesk Hong Kong BIM Awards 2020. The awards recognise project teams in the building industry who drive the industry forward through the use of BIM technology.

AEC Excellence Awards 2020

於10月公佈之AEC Excellence Awards 2020，啟德體育園項目獲選「建築設計—大型項目組別」最後入圍企業，並成為唯一上榜的香港承建商。該獎項旨在表揚建築及工程界別的環球企業，積極以跨國合作、技術設計及創新施工方案進行技術難度高的工程項目。

Kai Tak Sports Park is the only Hong Kong project crowned as the finalist at the "Building Design - Large Project category" of 2020 AEC Excellence Awards in October.



獲頒第十二屆全港傑出職安健員工嘉許計劃金獎 The 12th Outstanding OSH Employees Award – Gold Award

由職業安全健康局主辦之第十二屆全港傑出職安健員工嘉許計劃，惠保(香港)履帶式起重機操作員林德泰榮獲「機構/企業組—前線員工」組別金獎。對於安全施工方面的心得，他指在吊運工作前數天預先做好準備，計劃安全的吊運路線，能使工序更流暢。他亦會主動向其他工友學習有關保養機件的最佳作業方式，避免機件發生故障。

Lam Tak Tai, crawler crane operator of Vibro (H.K.) obtained the Gold Award at The 12th Outstanding OSH Employees Award's "Organisational/Corporate – Frontline Worker" category organised by the Occupational Safety and Health Council.



He shared his best practices on work safety such as making preparations several days before the lifting work and planning a safe lifting route to facilitate the work flow. He also takes the initiative to learn from other workers about the safest maintenance practices to prevent equipment failure.

建造業議會可持續建築大獎 2020 CIC Sustainable Construction Award 2020



建造業議會可持續建築大獎2020於11月13日以網上形式進行，協興團隊勇奪四個獎項。該獎項旨在表揚於可持續發展方面推行良好作業的機構和從業員，藉此加強宣揚可持續建築的重要性。

Construction Industry Council (CIC) Sustainable Construction Award 2020 was conducted online on 13 November and Hip Hing scooped four accolades. The Award recognises sustainability best practices among organisations and practitioners of the construction industry, as well as promotes continuous enhancements of sustainable construction locally.



獎項 Award	得獎工地/得獎者 Awarded Site/Awardee
承建商(新工程)組別—銀獎 Contractor in News Works - Silver	啟德體育園項目 Kai Tak Sports Park
承建商(新工程)組別—銅獎 Contractor in News Works - Bronze	太古坊(2B)商業發展項目 Two Taikoo Place
承建商(新工程)組別—優異獎 Contractor in News Works - Merit	粉嶺皇后山第一期公屋及部份第六期發展工程 Construction of Public Rental Housing Development at Queen's Hill Site 1 Phase 1 and Portion of Phase 6
傑出建築經理 Outstanding Award of Construction Manager	呂穎姿 Michele Lui

啟德體育園項目榮獲綠建環評 BEAM Plus (社區) 鉑金級認證 Kai Tak Sports Park Project awarded BEAM Plus Neighbourhood Platinum Rating



啟德體育園項目榮獲綠建環評BEAM Plus(社區)的鉑金級認證，肯定了項目在環保及城市可持續發展上的努力。現時本港只有四個工程項目榮獲此鉑金級認證。

綠建環評BEAM Plus (社區) 是首個專為建築項目而設的評估工具，以評估項目在前期或總體規劃階段中可持續發展的表現，包括為實現城市的可持續發展訂下綱領。這一系列的評估指標，強調項目需涵蓋各項的社會經濟及環保元素。而啟德體育園項目獲得最高級別的鉑金級認證，是有賴項目團隊在設計及規劃階段，積極地與持份者保持緊密聯繫，廣納不同意見，為公眾提供一個舒適美化的環境及康體設施。

The Kai Tak Sports Park project has attained the highly coveted Platinum rating under BEAM Plus Neighborhood. This rating recognises the dedication of the project team to protect the environment and ensure sustainable urban development. Currently there are 4 projects attaining Platinum rating under BEAM Plus Neighborhood.

BEAM Plus Neighbourhood is a pioneering tool designed to assess the implementation of urban sustainability principles from an early stage of a development project. It evaluates each project against a range of sustainability indicators with an emphasis on socio-economic and environmental aspects. The Kai Tak Sports Park project received its highest Platinum rating and was specially commended for its provision of neighbourhood amenities and recreational facilities for the public; and for the efforts made to engage stakeholders and incorporate their views into the project.



於建造業安全獎勵計劃 2019/2020囊括23個獎項 Garnered 23 awards at the Construction Industry Safety Award Scheme 2019/2020

協興和惠保多支工程團隊於勞工處主辦的「建造業安全獎勵計劃2019/2020」中，憑藉卓越的安全表現奪得23個獎項。獎勵計劃旨在提升業界從業員的職安健意識，鼓勵採取安全措施。

Hip Hing and Vibro's project teams and members have received 23 accolades at the "Construction Industry Safety Award Scheme 2019/2020" organised by the Labour Department as a recognition for outstanding safety performance. The Award Scheme aims to raise occupational safety and health awareness among industry peers, and encourage the adoption of safety measures.

建造業義工嘉許禮2020 Construction Industry Volunteer Award 2020



於「建造業義工嘉許禮2020」，協興－惠保義工隊及同事獲建造業議會頒發五個獎項，更首次奪得「評審嘉許-優秀社福機構協作」金獎。

Hip Hing-Vibro Volunteer Team and our staff was recognised with five awards at the Construction Industry Volunteer Award Presentation Ceremony 2020 organised by the Construction Industry Council, with the first time winning the Excellence in Construction Industry Volunteering Collaboration Gold Award.



獎項 Award	得獎者/機構/項目 Award winning party / awardee
傑出建造業義工 Construction Industry Volunteer – Outstanding	胡淑芬 Suki Woo
最積極參與機構 Most Supportive Organisation	協興建築及惠保 (香港) Hip Hing Construction, Vibro (H.K.)
評審嘉許 - 卓越建造業義工 (優異獎) Excellence in Construction Industry Volunteering [Merit]	楊凱珊 Sandy Yeung
評審嘉許 - 非凡建造業義工項目 (優異獎) Excellence in Construction Industry Volunteering Project [Merit]	YWCA 好心情精神健康系列
評審嘉許 - 優秀社福機構協作 (金獎) Excellence in Construction Industry Volunteering Collaboration [Gold]	東華三院邱木城長者鄰舍中心、協興建築及惠保 (香港) Tung Wah Group of Hospitals Stephen Yow Mok Shing Neighbourhood Elderly Centre, Hip Hing Construction and Vibro (H.K.)

資訊科技部榮獲
ISO信息安全系統認證
ISO Certification
for Information Security
Management System



11月27日，協興資訊科技部通過ISO/IEC 27001:2013的評估並榮獲ISO/IEC 27001:2013認證，成為香港首間獲取信息安全管理系統 (ISMS) 認證的建築公司。



On 27 November, Hip Hing's IT Department was presented with a certificate confirming that its Information Security Management System (ISMS) had been assessed and certified as meeting the requirements of ISO/IEC 27001:2013. According to the accrediting body, Hip Hing is the first construction company in Hong Kong to receive certification under ISO/IEC 27001:2013.

友商有良嘉許
Partner Employer Award



協興和惠保在香港中小型企業總商會「友商有良」嘉許計劃中獲頒卓越企業嘉許狀，表揚公司積極履行企業社會責任，聘用本地大專院校畢業生，為他們提供實習機會以累積寶貴經驗。

Hip Hing and Vibro received the "Certificate of Corporate Excellence" at the Partner Employer Award hosted by the Hong Kong General Chamber of Small and Medium Business for three consecutive years. The award recognises the companies' effort in providing internship and employment opportunities for local graduates to gain practical working experience and living our CSR commitment.

明建會跑圈王者挑戰賽2020 Lap Dog Challenge 2020



「明建會跑圈王者挑戰賽2020」為明建會年度慈善長跑賽事，藉活動為業界籌款。協興跑步隊及成員黃健祥連續第三年問鼎跑圈王者挑戰賽冠軍寶座及全場男子組冠軍。

The Lap Dog Challenge 2020, a long distance running and fundraising event for the construction industry charity, The Lighthouse Club Hong Kong, saw the Hip Hing Running Team take the Champion Team prize and Wong Kin Cheung the Men's Individual Champion prize, for the third consecutive year.



香港綠色企業大獎2020
Hong Kong Green Awards 2020

由環保促進會主辦的香港綠色企業大獎2020於12月14日舉行頒獎典禮。協興獲頒四個優越環保管理獎項，表揚項目團隊於環境管理方面的優秀表現。啟德體育園項目再創佳績，蟬聯金獎。

At the Hong Kong Green Awards 2020 presentation ceremony hosted by the Green Council on 14 December, four of Hip Hing's project teams had obtained the Green Management Award in recognition of their environmental management performances. It is the second consecutive year that Kai Tak Sports Park won the gold award.



獎項名稱 Award	項目名稱 Project Name
優越環保管理獎 - 項目管理 (大型企業) - 金獎 Green Management Award - Project Management (Large Corporation) - Gold	啟德體育園項目 Kai Tak Sports Park
優越環保管理獎 - 項目管理 (大型企業) - 金獎 Green Management Award - Project Management (Large Corporation) - Gold	太古坊 (2B) 商業發展項目 Two Taikoo Place
優越環保管理獎 - 項目管理 (大型企業) - 銅獎 Green Management Award - Project Management (Large Corporation) - Bronze	科學園創新斗室 InnoCell
優越環保管理獎 - 項目管理 (大型企業) - 優異獎 Green Management Award - Project Management (Large Corporation) - Merit	啟德稅務大樓 Inland Revenue Tower in Kai Tak Development Area

三項工程順利竣工 Completion of three projects

科學園創新斗室 – 香港首個永久性鋼結構 MiC建築項目

InnoCell - first permanent steel modular building in Hong Kong

創新斗室是香港首個永久性鋼結構組裝合成建築項目，亦是協興第一個MiC工程。樓高17層的創新斗室由418個組件構建而成，其中15層以MiC建造。工程推動建築安全設計概念，創下600,000工時零工傷；同時積極應用創新方案，例如BIM、3D掃描及3D打印技術。

感謝客戶、分判商、各持份者的大力支持，InnoCell比預期早落成，大幅縮短工期約40%。



InnoCell is the first permanent steel modular building in Hong Kong, which is also Hip Hing's first MiC project. The 17-storey InnoCell comprises 15 floors built with 418 MiC modules. In order to safeguard the well beings of workers, the project team planned and designed for safety, and achieved 600,000 hours accident free.

Thanks to the support of client, subcontractors and all stakeholders, InnoCell was completed ahead of schedule, with construction programme shortened by about 40%.

設計及建造竹篙灣臨時檢疫中心工程 第三A期 – 爭分奪秒 同心抗疫

Temporary Quarantine Facilities at Penny's Bay (Phase IIIA) - racing against time

位於大嶼山竹篙灣的臨時檢疫中心設計及建造工程於短短三個月完工，97%的工程範圍應用MiC及「可供製造及裝配的設計」（DfMA），建造901個MiC組件，包括857個檢疫單位。項目團隊視之為「生命工程」，為防疫抗疫工作出一分力。

Design and Construction of Temporary Quarantine Facilities at Penny's Bay (Phase 3A) was completed within a short time frame of three months. The project widely adopted Modular Integrated Construction (MiC) for 97% of the construction areas, combined with the innovative Design for Manufacture and Assembly (DfMA). A total of 901 MiC modules have been constructed including 857 quarantine units.

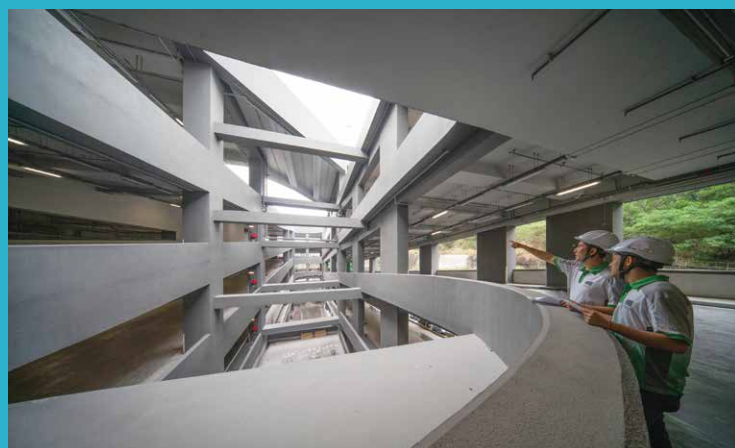




青衣運輸署車輛檢驗中心 – 專業承諾獲客戶認同 Transport Department's Vehicle Examination Centre – winning client's recognition

位於青衣的運輸署車輛檢驗中心設計及建造工程順利竣工。新驗車中心是一座多層功能性建築物，設有樓高三層的檢查大堂，以及樓高七層辦公室大樓，建築面積約64,350平方米。

此外，中心利用「考慮用家需求的設計」概念，為未來的工作人員提供安全及舒適的工作環境，另善用DfMA，於培訓工作室內建造冷氣及電氣系統，有效節省約40%的現場施工時間，及以MiC建造檢驗大堂的保安室。整體工程質素備受客戶表揚。



Design and Construction of Transport Department's Vehicle Examination Centre at Tsing Yi was completed, receiving appreciation from the client for its excellence.

It realised the concept of "Design for End-users", so as to provide a safe and comfortable working environment for the staff in the future. In addition, with the implementation of DfMA, the project reduced 40% of on-site construction time of the HVAC and Electrical Systems. MiC had also been applied for the construction of the security booths in the examination hall. The Client expresses appreciation for the outstanding performances of the project team.



手藝傳意顯愛心 Spread love with DIY gifts



協興-惠保義工隊與東華三院龐永紹長者鄰舍中心合辦「手藝傳意顯愛心」活動，義工們與家人一起撰寫心意卡和親手製作花藝盆栽手工。於11月14日，義工們到訪中心，向坪石邨長者講解口罩棄置的正確方式，並派發手工心意及防疫禮品包，以表達關懷同時傳播祝福。

The Hip Hing-Vibro Volunteer Team and Tung Wah Group of Hospitals Pong Wing Shiu Neighborhood Elderly Center jointly organised the "Craft with Love" campaign, which aims to send care and warmth to the elderly amid the COVID-19 pandemic. On November 14, our volunteers distributed greeting cards and handmade flower pots handicraft to the senior citizens at Ping Shek Estate and taught them the proper way to dispose face masks.



愛心織物贈長者 Knitting for Elderly

疫情陰霾下，社交距離措施或會帶來隔膜，但關懷卻可拉近人心。協興-惠保義工隊今年再次發起編織送暖行動，動員義工們編織近430條愛心頸巾及冷帽，為長者帶來點點心意。

Amidst the coronavirus epidemic, social distancing measures may set people apart, but caring acts can bring people closer. Hip Hing-Vibro Volunteer Team organised the knitting campaign again this year, with a total of 430 scarves and crochet hats presented to the elderly.

有獎問答遊戲 Quiz

問題 Question

於建造主場館的工程，工程團隊採用
DfMA建造多少數量的雨幕鋁板？

On the Main Stadium façade,
how many of the façade panels is
fabricated by DfMA?

- 1 65%
- 2 70%
- 3 85%
- 4 90%

參加表格 Participation Form

答案 Answer

姓名 Name

公司 Company

部門 / 工地 Department / Site

電話 Telephone

請登入公司網上報名系統參加，或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rosanna_chu@hiphing.com.hk。答中而獲抽中者可獲價值港幣100元現金券，名額共10個，截止日期為2021年2月28日。只供協興建築集團同事參與，每人只限參加一次。

Please submit your answer through the company's online enrollment system, or send the participation form to Kowloon Bay Head Office (Attn: Corporate Communications) or email to rosanna_chu@hiphing.com.hk by 28 February 2021. A total of 10 winners will each receive a HK\$100 worth of gift voucher. All Hip Hing Construction Group members are welcomed to join the quiz. Each person is allowed to participate once only.

上期答案 Answer of the last quiz

A: 585

得獎名單 Winners

Hung Nga Fan (Accounts), Lam loi (HC201901),
Yeung Chun Kong (HC201901),
Ngo Kui Fat (Business Development),
Ma Tsun Fai (Commercial), Fong Yin (Insurance Services),
Yeung Hok Him (KT201901), Yeung Hoi Yee (KT201901)
Chong Cho Yuk (HC202001), Kwan Kin (HC201901)

得獎者將由專人通知領取現金券。

Winners will be notified individually to receive gift voucher.