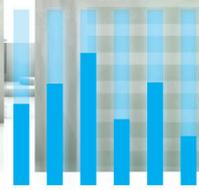


SUSTAINABILITY REPORT





SUSTAINABILITY REPORT

CIC Sustainability Framework

The CIC's sustainability framework is built on four strategic pillars: Resources, Talent, Intelligence and Culture. Each pillar consists of an internal aspect on how we strive to integrate sustainability in our operations, and an external aspect on how we provide resources and advocacy work, and collaborate with stakeholders to drive for sustainable development in the construction industry.

Four pillars of sustainability:



To learn more about CIC's approach and performance on sustainability, please refer to the section "Sustainability at the Construction Industry Council" at www.sc.cic.hk.

RESOURCES

How We Drive Industry Impact

Establish strategic low-carbon roadmap and provide tools, schemes and guidance to enable companies' transition to more sustainable construction

Sustainable Construction Roadmap

2018

2019

2020

2021

2022

2050

Launching carbon assessment tool, green product certification and sustainable construction certification scheme for low carbon transition



200+ projects participated in CIC Carbon Assessment Tool

Facilitating the industry to green financing and setting carbon reduction target



500+ green products being certified by the CIC Green Product Certification



58.48% low-carbon concrete used by construction projects in the industry

How We Manage Our Operation

Optimise the use of resources in workplaces, facilities, and supply chain



70,000+ kWh of electricity generated by the CIC-Zero Carbon Park's photovoltaic panels and biodiesel generator in 2020



242 kg of recyclables (including paper, metal, plastic and glass) collected



889 expired or damaged safety helmets collected

Top Material Issues



Climate change



Emissions



Energy



Material

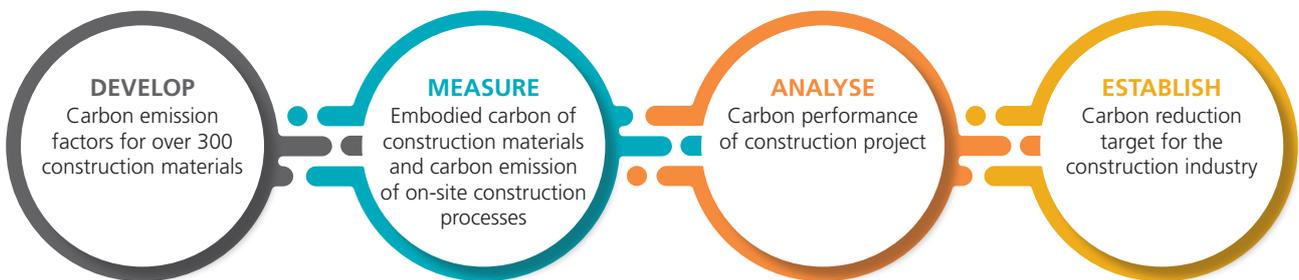


Waste

Major Achievements in Driving Industry Impact

How the CIC Carbon Assessment Tool supports low carbon construction

The CIC Carbon Assessment Tool (CAT) is designed to be more than just a tool to assess carbon footprints of construction projects but also an enabler for low carbon construction. It has been adopted by about 200 projects in the public and private sectors and is now integrated into BEAM Plus New Buildings Versions 1.1 and 1.2, reaching a major milestone for its development.



CIC Green Product Certification

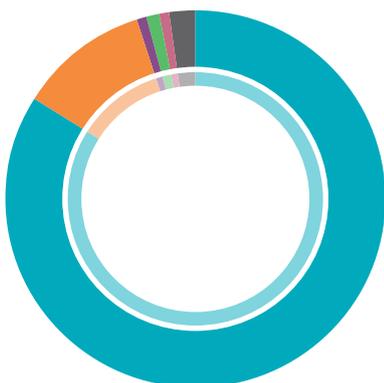
Currently, there are over 500 green products being certified by the CIC Green Product Certification (Certification). The CIC is working with other organisations to provide incentives which motivate the industry to participate in the Certification and will continue to promote it to different parties, encouraging the industry to produce and procure greener materials and products for a low carbon future.



The Certification is one of the green building assessment criteria in BEAM Plus Materials and Waste Aspects.



The Urban Renewal Authority has recognised the Certification in its Green Item Subsidy Programme.



Percentage of certified green products by categories

- Ready-mixed concrete **84%**
- Paint & Coating **11%**
- Panel Board **1%**
- Adhesive & Sealant **1%**
- Block for Internal Partition **1%**
- Others **2%**

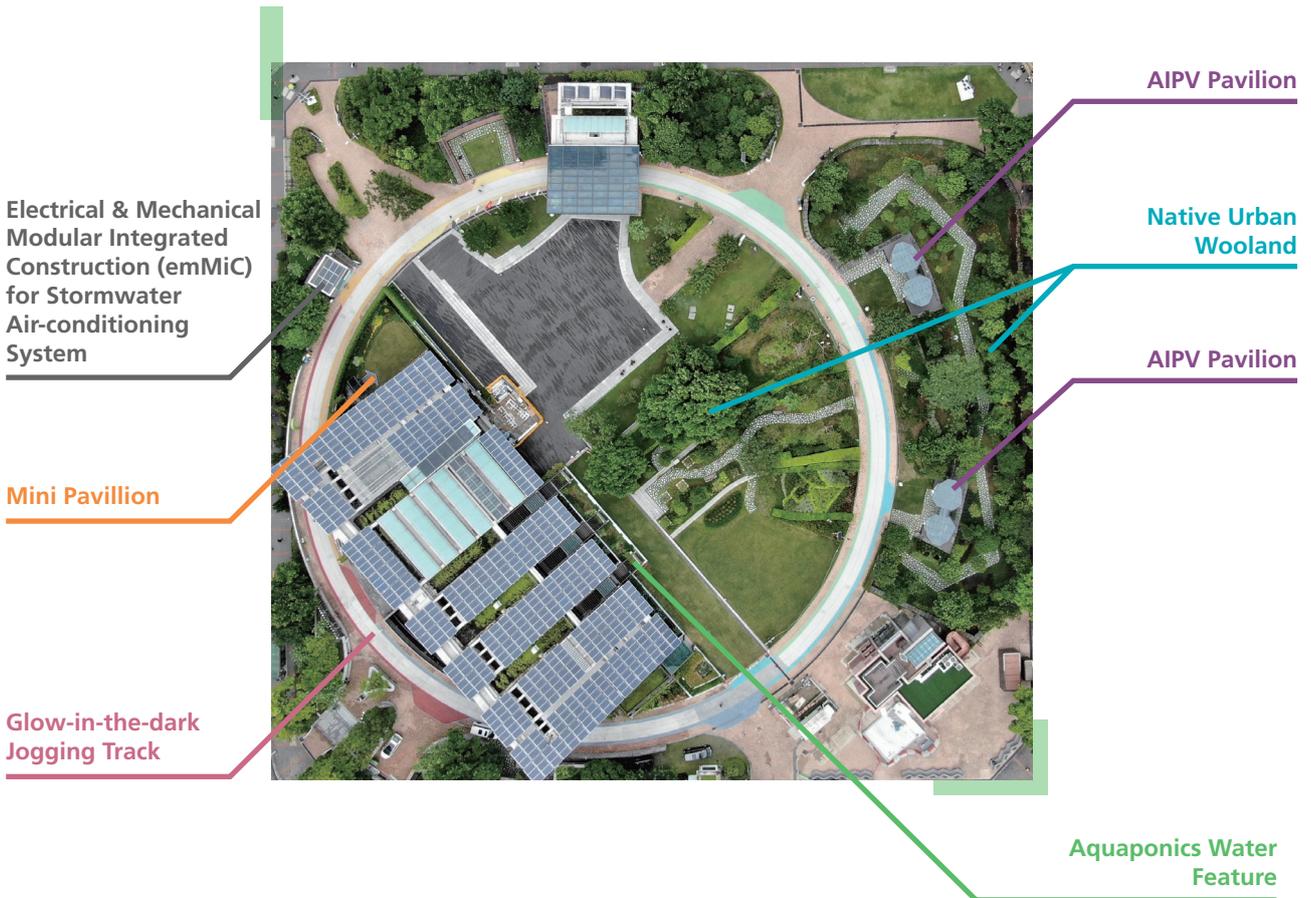
CIC Sustainable Construction Certification Scheme for Green Finance

As part of the wider sustainable construction roadmap, the CIC is developing the CIC Sustainable Construction Certification Scheme for Green Finance which will form a synergy with the CAT, CIC Green Product Certification, and other sustainable construction models advocated by the CIC. The Scheme will be officially launched in 2021.

CIC-Zero Carbon Park – A showcase for the industry

CIC-Zero Carbon Park (CIC-ZCP) is a platform for exhibition, education and information for zero / low carbon building design and technologies, as well as promotional ground for low-carbon living in Hong Kong. The CIC-ZCP is constantly evolving, bringing the latest building technologies and practices to industry practitioners as well as organising activities and guided tours to promote environmental sustainability. From time to time, it organises low carbon and wellness workshops for the public, such as upcycling workshops and parent-child yoga workshops.

Highlights of green features in CIC-ZCP:





■ **Air Improvement Photovoltaic Pavilions (AIPV) Glass Canopy**

Hong Kong's first AIPV glass canopy which can efficiently generate electricity from sunlight while decomposing fine particulate matter (PM2.5) and other harmful compounds.

■ **Electrical & Mechanical Modular Integrated Construction (emMiC) for Stormwater Air-conditioning System**

Hong Kong's first emMiC stormwater air-conditioning system to generate extra cooling loading by making use of stormwater inside the box culvert running underneath.



■ **Glow-in-the-dark Jogging Track**

use of photoluminescent paint which absorbs ultraviolet rays during daytime and glows at night.

■ **Native Urban Woodland with Tray Planter System**

providing effective protection for plant growth and retaining water to reduce irrigation demand.

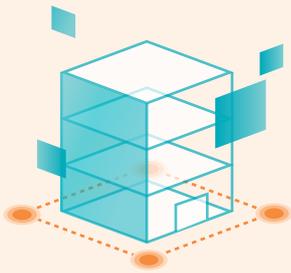


■ **Mini Pavilion**

making use of the innovative Design for Manufacture and Assembly (DfMA) approach.

Key Initiatives in Operation

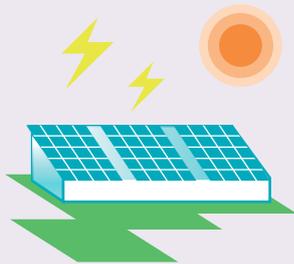
Management System



The Building Management System (BMS) of CIC-ZCP is an intelligent platform to monitor and control the building services system as well as its environmental performance. More than 2,500 sensors are installed in the building area for the BMS to record and provide instantaneous data for real-time analysis. Real-time energy and carbon emission performance are displayed on a 3D model of the building in the Building Environmental Performance Assessment Dashboard (BEPAD), visualising the performance for facility management and visitors.

Moreover, to streamline the process of recording our environmental performance, a sustainability data online portal has been established and integrated in the existing corporate-wide Estates Office Management System (EOMS) to record and evaluate environmental performance.

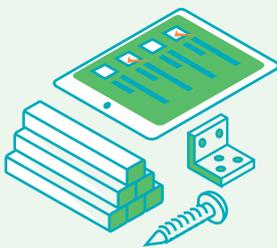
Energy



CIC-ZCP is a state-of-the-art zero-carbon building in Hong Kong. Participated in the Feed-in Tariff (FiT) Scheme, CIC-ZCP has been contributing self-generated electricity from renewable power sources to power companies with economic returns. Over 70,000 kWh was generated by photovoltaic panels and biodiesel generator in 2020.

The Hong Kong Institute of Construction (HKIC) – Kowloon Bay Campus has participated in CLP Power's Peak Demand Management Scheme. After CLP Power identified peak demand hours of electricity consumption, the campus has implemented electricity reduction measures during specified periods and earned rewards in return.

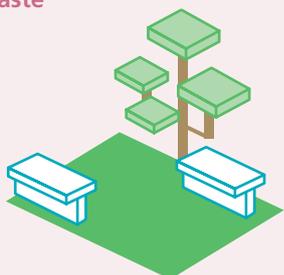
Materials



In regard to material use, HKIC has collaborated with different contractors to collect reusable construction materials from construction sites for teaching purpose. An e-survey system has also been developed for students to submit programme evaluation questionnaires via mobile devices.

In addition, we consider the environmental attributes of the products we procured. For example, we have specially sourced a cleaning and disinfection spraying product using bio-nano coating technology with an environmentally friendly bottling design.

Waste



Waste materials from trade tests collected this year will be used to set up a roof-top gardening area at Hong Kong Construction Industry Trade Test Centre (HKCITTC) for employees to relax in future.

Recycling areas are also set up in HKIC and HKCITTC to collect expired or damaged safety helmets for upcycling into other usable plastic products.

The Way Forward

Apart from optimising the use of resources in our operation, the CIC will continue to play a critical role in driving sustainable construction with the following initiatives:

- Integrate the CAT into BEAM Plus New Buildings Version 2.0 and further promote it through trainings and function enhancements
- Develop a digitised platform named Smart Waste Management Plug-in
- Launch the CIC Sustainable Construction Certification Scheme for Green Finance
- Reinforce CIC-ZCP's function as a showcase of Low Carbon Role Model by marketising its latest uplift through new tours and enhancing its renewable energy systems

INTELLIGENCE

How We Drive Industry Impact

Take the lead to provide resources for the industry to promote intelligence through exhibitions, awards, funding, research and knowledge sharing



Innovations transforming the construction industry

Design for Manufacturing and Assembly (DfMA)

A modern design approach focusing on the ease of manufacture and assembly efficiency, enabling the industrialisation in building construction.

Modular Integrated Construction (MiC)

A construction method that employs the technique of having freestanding volumetric modules (with finishes, fixtures, fittings, etc.) manufactured off-site and then transported to site for assembly; a successful example of DfMA which transforms conventional on-site construction operations into integrated production and assembly of off-site prefabricated modules.

Building Information Modelling (BIM)

An intelligent multi-dimensions model-based tool which digitalises building design, construction and operation for better project management.

Construction Innovation and Technology Application Centre (CITAC)

A knowledge hub to promote the implementation and application of construction innovation.



4%

As at the end of March 2020, there was an improvement in BIM adoption¹ in Hong Kong as compared to the previous year



HK\$366 million fund

Supported by Construction Innovation and Technology Fund (CITF)



59,256 industry practitioners

Learned new technologies through CITAC, CIC BIM Space and MiC Display Centre



4 projects

Supported by CIC Research and Technology Development (CIC R&D) Fund in 2020

How We Manage Our Operation

Enhance operational efficiency with smart and innovative technology



6 new technologies were introduced to CIC-ZCP

Top Material Issue



Economic impact

1: Based on the normalised results of the BIM Adoption Survey 2020 and 2019.

Major Achievements in Driving Industry Impact

Funding Technology Adoption and Researches

Construction Innovation and Technology Fund (CITF) contributed more than HK\$300 million in 2020 to a variety of projects for adoption of innovative and advanced technologies, including BIM training, BIM software and hardware, advanced construction technologies, MiC and prefabricated steel rebar. The CIC Research and Technology Development (R&D) Fund also supported the research of BIM-based Rebar Design Optimisation and Prefabrication Automation conducted by the Department of Civil and Environment Engineering of The Hong Kong University of Science and Technology, and four other research projects in 2020.

CITF ConTech 2020

Held in September and October, ConTech 2020 was a “360° construction platform” that showcased innovative technologies via a series of online initiatives, such as online briefings, virtual technology exhibition booths, online chats with technology suppliers as well as sharing by successful CITF applicants.

Knowledge Sharing on Innovative Technology

The CITAC Anniversary Conference on Construction Digitalisation was organised in 2020, which emphasised on digitalisation across the construction life cycle. The CIC also co-organised a conference on construction technology with the Consulate General of Israel in Hong Kong with a B2B matching session, promoting information exchange on cutting-edge technologies of the two places. In 2020, there were 22,763 CITAC service users in total and 2,705 i-Club new registrations from companies and individuals. Compared to the previous year, the number of CITAC service users and i-Club registrations increased 12% and 439% respectively.

Apart from making best use of the CITAC, the CIC has actively organised various events to facilitate knowledge sharing on BIM, MiC and DfMA.

BIM

- CIC BIM Competition 2020 was organised for full-time tertiary students to team up and reach their full potential through demonstration of BIM skills
- Certification of BIM Coordinators and Accreditation of BIM Coordinator Courses were launched to further expand current BIM certification scheme with aim of ascertaining the competency of BIM practitioners and the quality of local BIM training courses
- Celebration of BIM Achievement 2020 was launched to recognise outstanding projects, organisations and individuals for their achievements in BIM applications

MiC

- The CIC introduced the pioneer course to equip foreman with essential knowledge of MiC and technique on supervision for execution of work. A "Certificate in Modular Integrated Construction Unit Installation" will be awarded to students upon completion of the course and examination
- Six local pilot projects were launched and one Greater Bay Area factory visit was organised
- The MiC Display Centre has been transformed into a resources centre through addition of MiC-related exhibits and resources
- A brand new website was launched to promote MiC technology to industry practitioners and the wider public

DfMA

- Organised five webinars to promote the adoption of DfMA in the local construction industry
- Co-organised by School of Professional Development in Construction (SPDC) of the Hong Kong Institute of Construction (HKIC) and the Building and Construction Authority (BCA), the Specialist Certificate in Design for Manufacturing and Assembly programme was designed for construction practitioners in Hong Kong to acquire know-how of DfMA application
- Facilitated and promoted the adoption of Advanced System Formwork
- Co-organised the International Symposium on Unlocking Innovation in Construction through 5G Technology with the Hong Kong Science & Technology Parks Corporation



CIC Sustainable Construction Award (SCA)

Organisations and practitioners are encouraged to participate in the SCA and share their successful stories in sustainable constructions. Entered its second year, the SCA received over 300 applicants this year. The best practices on sustainable construction technology were showcased to industry practitioners and the public through various media.



Key Initiatives in Operation

Integration of BIM-AM (Building Information Modelling – Asset Management) with IoT (Internet of Things)

In collaboration with the Electrical and Mechanical Services Department (EMSD), CIC-ZCP has further adopted BIM-AM in operational and maintenance management (O&M), integrating IoT technologies with the BMS, Radio Frequency Identification (RFID) and CCTV system.



Remote Monitoring

IoT enables the facility management to monitor Heating, Ventilation and Air-conditioning (HVAC) system operation and space utilisation remotely



Fast Asset Locating

Mobile devices are used to locate equipment by scanning the equipment RFID tag / zone QR code



Remote Diagnosis

System faults are instantly diagnosed via asset relationship in the BIM-AM system

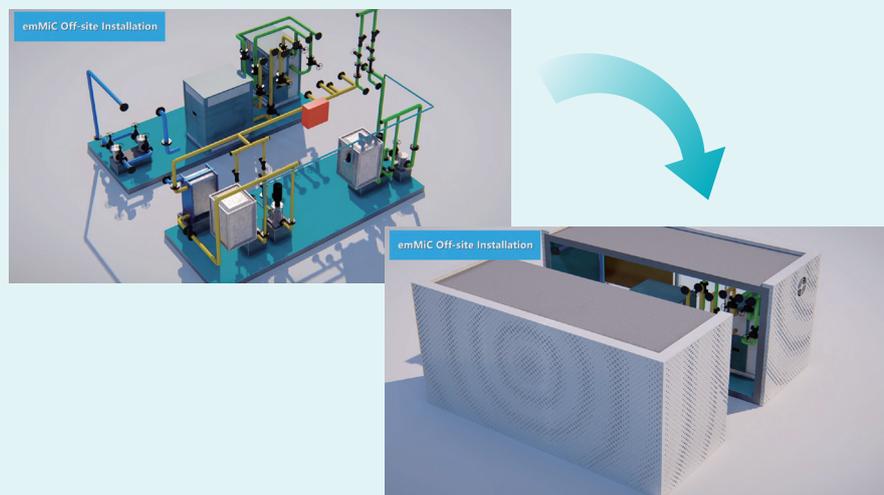


Record Spatial and System Operational Data

Enables post-occupancy thermal analysis to formulate thermal comfort-based optimisation control

Electrical & Mechanical Modular Integrated Construction (emMiC) for Stormwater Air-conditioning System

The emMiC for Stormwater Air-conditioning System in CIC-ZCP adopted the MiC method to integrate the air-conditioning equipment inside a prefabricated module, allowing the harvesting of stormwater by an underground culvert for air cooling. It is a perfect example of DfMA as the entire module and its associated equipments were prefabricated and assemble on-site. It is also the first pilot project of this technology adopted in Hong Kong.



The Way Forward

The CIC will continue to launch various initiatives to actively promote wider adoption of intelligent technologies for the sustainable growth of the construction industry, including:

- Develop the Construction Digitalisation Roadmap with the CIC Construction Digitalisation Award to recognise outstanding local projects and organisations
- Launch the first CIC Outstanding Contractor Award to recognise the contributions of outstanding contractors
- Implement BIM and IoT for the CIC's headquarters, and carry out pilot BIM submissions to the Buildings Department
- Enhance the funding categories and funding mode of the CITF with feedback from industry stakeholders towards technology adoption in the industry
- Develop a Construction Directory on a digital platform for the Greater Bay Area (GBA) supply chain, facilitating knowledge sharing between industry stakeholders in the GBA and Hong Kong

TALENT



How We Drive Industry Impact

Attract, nurture and equip talents for the sustainability of the construction industry

"45-year Legacy Shaping Construction Talents"



7,211

Construction workers passed respective trade tests in 2020



5,800+

Applications received under the Construction Workers Professional Development Scheme in 2020

How We Manage Our Operation

Operate responsibly by integrating sustainability concepts into talent attraction and career development programmes



Initiating the role of Human Resources Business Partner



Developing a Continuous Professional Development Scheme for teaching staff

Top Material Issues



Employment



Training and development

Major Achievements in Driving Industry Impact

45th Anniversary of Construction Training in Hong Kong



2020 marks the special 45th anniversary of construction training in Hong Kong. Throughout these years, a series of systematic trainings based on site operation for the front-line skilled workers and site supervisors has been successfully developed, supporting the increasing construction expenditure with robust economy. Since 2018, the CIC has positioned HKIC to provide programmes validated under the Qualification Framework with the incorporation of whole-person development module and innovative technology in the curriculum. Looking forward, the HKIC will continue to uphold its vision to nurture an accomplished construction workforce with sound professional skills, theoretical knowledge, safety awareness, innovative ideas, passion and pride for the sustainable growth of the construction industry in Hong Kong.

Journey of Construction Training Programmes and Trade Testing

The CIC provides numerous platforms and programmes for talent attraction and development in the construction industry. The key initiatives building out the talent pipeline for the construction industry:

1. HKIC

To reiterate the CIC's commitment to quality training and career development, the CIC strives to provide courses that are validated under the Qualification Framework (QF) Accreditation.

In 2020, HKIC set up the School of Professional Development in Construction (SPDC) (previously known as "Centre for Professional Development") to provide professional and continuing education pathways for construction industry practitioners. The SPDC offers courses such as BIM and MiC, further exemplifying the CIC's strategic approach of integrating innovative technological advancement with talent development.

To align with programme development, the CIC completed renovation works for three HKIC campuses and will upgrade the infrastructure facilities for a better teaching environment.

3. Construction Workers Professional Development Scheme

Launched in 2020, the Construction Workers Professional Development Scheme (Development Scheme) aims at encouraging workers to pursue continuous learning and develop multiple skills, especially during the pandemic period. The Development Scheme was well-received by the industry with over 5,800 applications.

5. Intermediate Tradesman Collaborative Training Scheme

The Intermediate Tradesman Collaborative Training Scheme (ITCTS) aims at training new entrants to become skilled tradesman in the construction industry. The ITCTS adopts a "first-hire-then-train" approach that provides training subsidies and employment opportunities to participants.

2. CIC Approved Technical Talents Training Programme (CICATP)

In order to promote industry development, encourage creativity and innovation and inherent skills and capabilities of the industry as a whole, CICATP was launched to combine on-the-job training and skill assessments and enrichment programme in construction safety, soft skills, innovation and technology.

4. Hong Kong Construction Industry Trade Testing Centre

The Hong Kong Construction Industry Trade Testing Centre (HKCITTC) has been striving to improve overall competency level of workers in the construction industry. This year, it organised the first Hong Kong Construction Skill Competition to uplift the skill level of industry practitioners with the participation of more than 200 candidates. The competition successfully identified industry elites and motivated practitioners by recognising their professionalism.

6. Registered Specialist Trade Contractors Scheme (RSTCS)

The Registered Specialist Trade Contractors Scheme (RSTCS) was established in 2019 with the aim of building up a pool of professional trade contractors with specialised skills through recognised registration system for long term development of the construction industry. Currently, the RSTCS covers eight designated trades founded upon five comprehensive core requirements on safety, management, job experience, execution and finance. As of the end of 2020, there was a total of 7,381 registered companies under the RSTCS.



Key Initiatives in Operation

<p>Talent Management and Engagement</p>	<p>The CIC is making every effort to drive excellence for the construction industry. To strengthen our talent management capability, the CIC is initiating a new role of Human Resources Business Partner who serves as an in-house talent management consultant. This new role will work closely with different business units, offering people management solutions and guidance for our middle management colleagues.</p>
<p>Training and Development</p>	<p>The CIC encourages its staff to prepare for future industry challenges through continuous learning. A series of upskilling and job enrichment programmes will be rolled out to maximise the potential of our staff. A Continuous Professional Development Scheme for teaching staff is now under development to enhance their professional growth and keep them abreast of the latest development of the construction industry, thereby maintaining teaching quality of HKIC.</p>

The Way Forward

The construction industry experienced a challenging year in 2020. Despite the challenges, the CIC will continue with our best effort to enhance the knowledge and raise the level of professionalism in the organisation and the construction industry with measures as follows:

- Establish the new role of Human Resources Business Partner
- Launch the Job Enrichment Programme and the Continuous Professional Development Scheme
- Expand the QF accreditation for HKIC’s programmes and courses
- Launch new courses, develop Electrical and Mechanical (E&M) courses and establish a concrete laboratory and a welding testing laboratory
- Publish publications to explain high-level trade test assessment criteria of major trades
- Include the new trade, Plastering, under the RSTCS

CULTURE



How We Drive Industry Impact

Encourage a healthy life style and instil a safe, caring culture amongst practitioners through education as well as sport and volunteering programmes

Safety and Caring Cultures for the Construction Industry

The unity of the industry is based on a sense of pride. By promoting safety and caring cultures among industry practitioners, we enhance their well-being, bring social harmony as well as develop positive perceptions of the industry among young people and the general public.



Organised almost **300** industry-wide events and activities



30 students were awarded the Scholarship for Family Members of Registered Construction Workers in 2020



How We Manage Our Operation

Care about the safety and well-being of employees and promote an corporate ethical culture



Published the first series of safety self-learning pack with an online safety library

Top Material Issues



Anti-corruption



Occupational health & safety

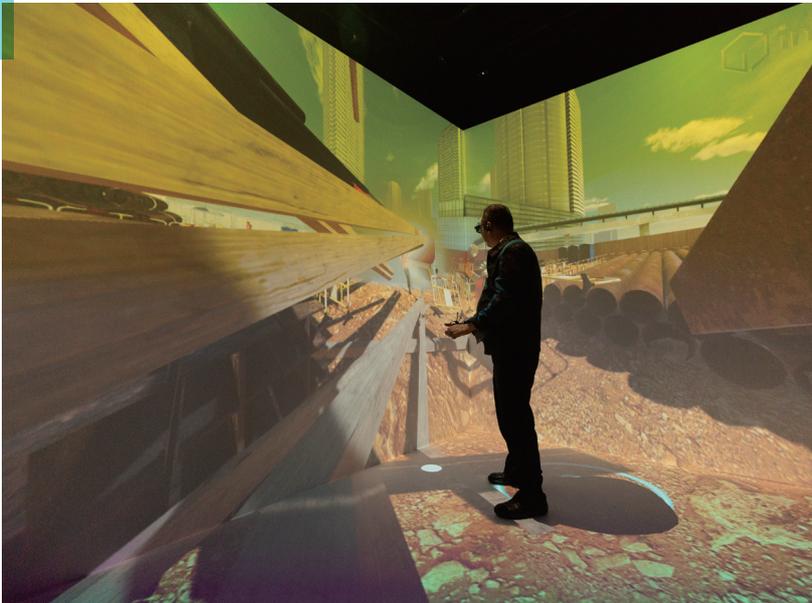


Community investment

Major Achievements in Driving Industry Impact

Safety Experience Training Centre

In an effort to enhance safety awareness and promote a safe working environment in the construction industry, the CIC launched the Safety Experience Training Centre (SETC) in 2019. Besides safety experience tours for HKIC teachers and students, the SETC also launched a safety certificate training tour for members of construction-related professional associations and managerial staff of construction and building companies to walk through the full curriculum of the SETC. In 2020, there were 19,000 visitors to SETC and over 1,100 training sessions were organised for industry practitioners, HKIC staff and students.



■ Eight different training zones within SETC were established with the theme of common accident types from construction industry, such as working at height, use of chemical and machinery



■ "Safety Girls 2020" promoted construction safety messages to industry practitioners

Promotion of Safety and Health Culture

In order to promote the safety awareness of the industry practitioners and uplift the image of the industry, the Safety Girls Campaign was launched this year to recruit a group of dedicated female construction industry practitioners to become our safety ambassadors. The Campaign has successfully spread the messages to the public and enhanced their awareness of the fact that the safety standards of the construction industry has greatly improved throughout the years. When our safety ambassadors return to work after the completion of the Campaign, they will act as a role model of site safety and health and continue to positively influence their peers at work with the knowledge and experience acquired from the Campaign.

Construction Industry Sports & Volunteering Programme (CISVP)

The CIC is keen to improve the quality of life and well-being of practitioners in the construction industry. In 2020, the CISVP organised nearly 300 volunteer activities to extend our care to the community and underprivileged groups, especially during the COVID-19 pandemic, benefiting more than 320,000 people, in the following areas:

- Gathering construction industry organisations for over 150 rounds of volunteering activities for anti-epidemic material distribution; distributing 450,000 pieces of masks and 40,000 bottles of hand sanitiser to over 52,000 citizens
- Organising 56 rounds of “Construction Industry Lo Pan Rice Campaign” to support nearly 8,000 needy members
- Organising 10 rounds of Construction Industry Blood Donation Day
- Arranging 6 rounds of Construction Industry Shoreline Clean-up Day
- Undertaking home repairing and moving services for the elderly
- Performing emergency repair for community facilities
- Organising tree planting activities

To motivate the construction practitioners to contribute and give back to the community, the CISVP organised for the third year the Construction Industry Volunteer Awards Presentation Ceremony under the theme of “Together We Care”. There were 62 construction-related organisations and NGOs participated in the Award Scheme, contributing a total of 124,139 service hours by 17,073 volunteers (man-time). In addition, a total of 124 companies, including contractors, professional bodies, consultant firms and government departments, were awarded the “Construction Industry Caring Organisation” Logo for their commitment to the local community. The number was more than double of the amount from last year.

Key Initiatives in Operation

Corporate Safety and Health

On top of in-person training, the CIC published the first series of safety self-learning pack on the intranet this year, allowing employees to refresh and update their safety knowledge at their own pace. The CIC will continue to develop new safety modules to strengthen the safety knowledge of our employees. Other measures to enhance the accessibility of safety information include:

- A safety alert section in “HR Connect” which builds up communication channel to share near miss and accident reviews across department over mobile phones.
- An online safety library is available in the intranet for employees to retrieve useful information anytime.
- Outdoor safety information boards were set up at four training grounds for posting safety and health information to teachers and students.

Combatting COVID-19 pandemic

This year, the COVID-19 outbreak has posed profound impact local economy activities and various sectors in the society, including the construction industry. The CIC and the industry, therefore, jointly set up the “Construction Industry Caring Campaign – Fight against Novel Coronavirus” (Caring Campaign) in February 2020 to unity the industry and fight against the virus together.

The CIC took up the role of secretariat for the Management Committee of the Campaign with an outreach team handling the quarantined and confirmed COVID-19 cases of registered construction workers. The responsibilities of the outreach team included answering enquiries, vetting of applications, administrative work, logistics arrangement as well as caring packs dissemination. As of 31 December 2020, 8,840 enquiries were received and a total of 2,580 applications amounting to HK\$11,668,000 were successfully approved.

To fully support the industry to combat the epidemic through different platforms and initiatives, the CIC also assisted the HKSAR Government in disbursing Construction Industry “Anti-epidemic Fund” (Fund) and distributing face masks. With diversified publicity strategies, workers, eligible applicants and stakeholders were reached through various online communication platforms to provide timely updates on the Caring Campaign, the Fund and “Construction Industry COVID-19 Testing Service Scheme”. Highlights of the initiatives included:

- Face mask and sanitiser distribution: Assisted the Government in distributing around six million masks; Distributed over 530,000 masks via Caring Campaign, as well as together with outreach team, distributed over 130,000 bottles of hand sanitiser to frontline construction workers with the aim of providing better health protection

- Caring packs distribution: Distributed over 140,000 caring packs to workers through Caring Campaign, CIC Service Centres, HKCITTC, and by post
- Construction Industry “Anti-epidemic Fund”: Subsidies were disbursed to 500,000 construction workers and 21,000 construction-related enterprises
- Waiver of registration and renewal fees: Together with the waiver implemented in October 2019, the CIC has continued to waive the relevant fees for construction workers for 2 years, amounting to approximately HK\$19 million

Upholding Corporate Integrity

The CIC will continue to uphold the principles of integrity and professionalism with zero-tolerance of bribery and corruption. The CIC has also reviewed the Service Enhancement policy and procedures and enhanced the existing whistleblowing mechanism to protect whistle-blowers from any unfair treatment.

The Way Forward

The CIC will continue to devote efforts to raise the health and safety standard of the construction industry and promote a caring culture and a healthy lifestyle through the platform of CISVP with the following actions:

- Launch the Industry Diving Safety Programme
- Design a safety management system and associated workflow and provide training programme for the industry
- Develop a new safety mobile application and promote it to project clients, consultants, main contractors, subcontractors and construction workers
- Roll out workers’ and development activities for the Construction Workers Festival
- Continue to promote sustainable living through community services with the CISVP networks and CIC-ZCP