

OUR SUSTAINABILITY JOURNEY



OUR SUSTAINABILITY JOURNEY

About this Sustainability Journey

Reporting Coverage

This Sustainability Journey (Journey) highlights sustainability performance and achievements of the Construction Industry Council (CIC) in 2024. It outlines the initiatives implemented by the CIC to promote sustainability within the construction industry and demonstrates how the CIC is driving progress in its operations.

Unless otherwise specified, the information and performance data presented in this Journey pertain exclusively to the CIC in Hong Kong.

Reporting Period

This Journey covers the CIC's sustainability progress and achievements during the reporting period from 1 January 2024 to 31 December 2024.

Stakeholder Feedback

At the CIC, we place great importance on the feedback of our stakeholders as part of our commitment to continuous improvement in sustainability. Your insights are invaluable to us, and we welcome your feedback.

For any feedback or inquiries, please contact us at e&sdepartment@cic.hk.

Building Momentum for a Sustainable Future

Sustainability is at the core of the CIC's mission which strengthens the construction industry's resilience and long-term value. As a pivotal sector shaping the built environment, the construction industry has a profound impact on natural resources, carbon emissions, and well-being of employees and the community. Recognising these challenges, the CIC is committed to driving sustainable development by integrating environmental stewardship and innovation technologies, and fostering a strong safety culture.

For the CIC, sustainability is more than a responsibility – it is a strategic imperative that drives innovation and industry transformation. It is an opportunity to lead, innovate and set new benchmarks for the industry. By embedding sustainability into its operations and championing industry-wide initiatives, the CIC aims to address pressing global challenges, including climate change, resource scarcity, and workforce development.

Through this commitment, the CIC empowers the construction industry to build responsibly, reduce its environmental footprint, and contribute to a more sustainable future for Hong Kong and beyond.

The Leap in 2024

Driving Industry-wide Transformation

Safety is the cornerstone of a brighter future. To champion this, the CIC designated 2024 as the "Year of Construction Safety and Digitalisation", launching training initiatives and campaigns to promote a safety-first culture. As the key initiative, the CIC launched the Smart Site Safety System Labelling Scheme (4SLS) with the Development Bureau, to drive the full adoption of Smart Site Safety System (4S) in both public and private works.

The CIC has played a key role in driving industry-wide sustainability initiatives. In 2024, the CIC spearheaded and influenced several transformative events and collaborations. The signature event in 2024 was the CIC Global Construction Digitalisation Forum and Exhibition (GCDFE 2024).



Exhibition of GCDFE 2024



Forum of GCDFE 2024

In addition, the CIC launched the CIC APP in 2024, digitalising the construction industry. From worker registration to real-time safety updates, it streamlines operations, enhances sustainability and aligns technology with environmental responsibility.

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Sustainability Achievements within CIC Operations

The CIC made significant strides in advancing sustainability in its operations, further solidifying its commitments. Key achievements in 2024 include:



Excellence Award of 2024 HKMA Quality Award



Hong Kong Volunteer Award - Outstanding Non-commercial Organisation Award



Excellent Level – Energywise Certificate for the CIC Headquarters







Excellent Level – Wastewise Certificate for the CIC Headquarters

The Foundation of Sustainability

We embed sustainability in our corporate culture and operations, reflecting our commitment to sustainable development for our stakeholders and future generations. As we work towards a more sustainable future, we are proud to lead the way on the path to carbon neutrality.

Since 2020, we have embraced the United Nations Sustainable Development Goals (UNSDGs) by formulating the CIC Sustainability Framework, which is built upon four strategic pillars:

			
Resources	Intelligence	Culture	Talent
Section – Building with Nature in Mind	Section – Driving Change Through Innovation	Section – People at the Heart of Sustainability	
Leading the way in sustainable building practices	Elevating capacity for a brighter future and more innovative future	Promoting sustainability through ethics, health, and safety	Empowering our workforce to unlock limitless possibilities

These pillars guide our efforts to create a more sustainable industry and ensure our practices align with the global sustainability goals.

To stay aligned with the operation needs, industry trends, and continuous improvement, we are reviewing our sustainability strategy and performance with a focus on the following key objectives:

- **Reviewing a Sustainability Strategy** – Ensuring our approach addresses the most pressing environmental and social challenges
- **Establishing Key Metrics** – Developing measurable indicators to track and evaluate progress
- **Identifying Opportunities for Continuous Improvement** – Pinpointing specific opportunities to enhance our sustainability impact

Stakeholder engagement is essential for advancing our sustainability. By actively engaging stakeholders across the entire construction value chain, including developers, contractors, suppliers, regulators, and the public, we ensure that diverse perspectives are considered and aligned with sustainability goals.

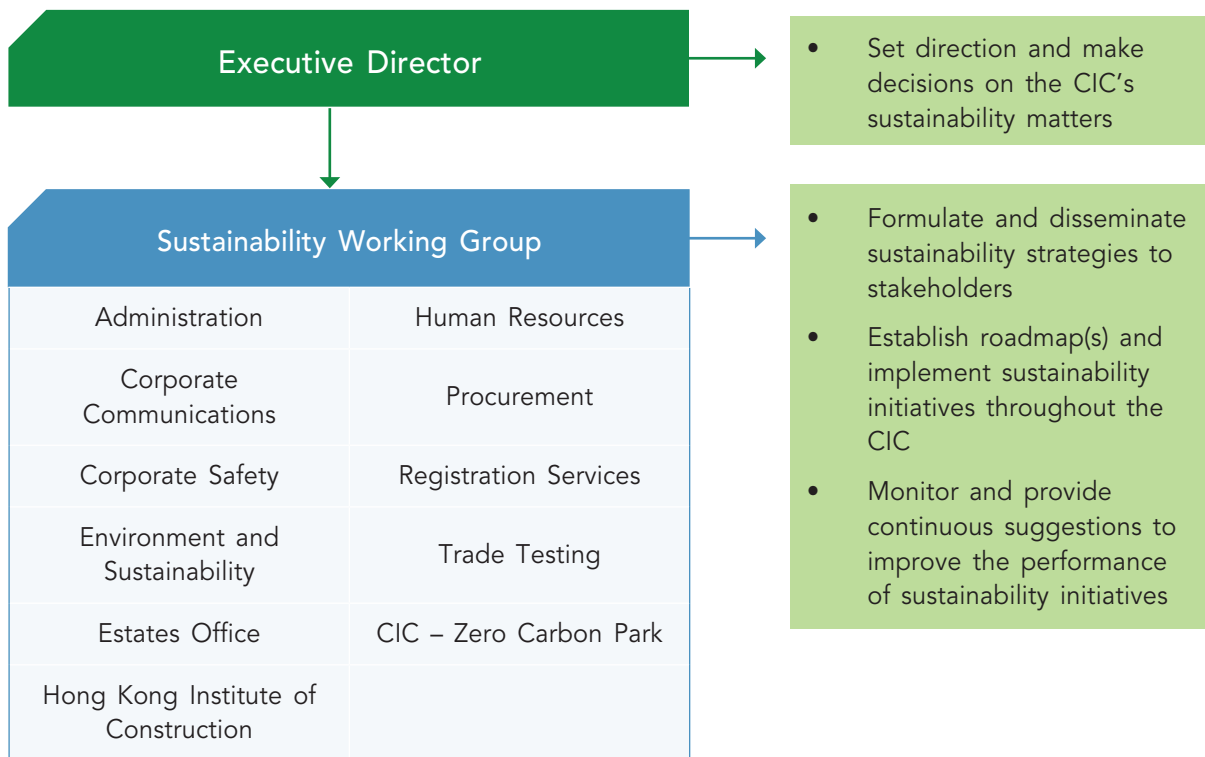
Through regular dialogue, collaborative initiatives, and transparent communication, we foster a shared commitment to addressing environmental, social, and safety challenges.

Building Trust Through Integrity

At the CIC, we are committed to upholding high governance standards throughout our sustainability journey. Through a structured and multi-level approach, we consistently review and enhance the relevant governance framework to ensure it remains effective and transparent.

Sustainability Governance Structure

To effectively manage and implement sustainability-related initiatives, we have established a dedicated cross-departmental Sustainability Working Group (SWG), to coordinate efforts across the CIC, ensuring that sustainability principles are fully integrated into our operations.



Fostering Industry-Wide Collaboration

Our commitment to sustainability extends beyond our organisation. Through proactive leadership, the CIC strives to foster a more sustainable future for the entire construction industry.

The CIC Committee on Environment and Sustainability (Com-E&S) and various working groups, comprising of key stakeholders across the industry's value chain, are instrumental in devising robust strategies and plans. These initiatives aim to promote environmental protection and advance sustainable actions in the construction sector.

For further details on the Com-E&S's roles and responsibilities, please refer to Chapter – Committees and Boards.

Integrity and Conduct



We are fully dedicated to honesty, integrity, and fair play in delivering services to the industry and the public. These core values are at the heart of our operations, ensuring that we maintain the trust and confidence of our stakeholders while fostering ethical business practices across all levels of the CIC.

Anti-bribery and Corruption

We adopt a zero-tolerance approach to bribery and corruption. To mitigate risks and uphold the highest ethical standards, we have implemented strict policies and controls, including the following:

Policies and Controls

The Code of Conduct which includes various guidelines on prevention of bribery, solicitation and acceptance of advantages, offering of advantages, managing conflict of interest, etc. forms the foundation of our anti-bribery and corruption measures. The Code of Conduct outlines key principles and control requirements to address bribery and corruption risks.

Manuals, such as the Procurement Manual, incorporate anti-bribery and corruption elements to ensure risks are identified and mitigated effectively throughout the procurement and business processes.

Vendors and Suppliers

We hold all vendors and suppliers working with the CIC to high standards of integrity, requiring them to adhere to moral and ethical practices in alignment with the Prevention of Bribery Ordinance (Cap. 201) (POBO). This commitment to ethical business practices is reinforced at critical stages of supply chain engagement, including proposal and tender invitation, and agreement signing.

If a vendor or supplier is found to have violated the CIC's specified code of conduct, they will be blacklisted and their existing contract will be terminated. To uphold accountability, we maintain a blacklist to prevent future engagement with unethical partners.

By holding our vendors and suppliers to these rigorous standards, we ensure that our operations remain rooted in integrity and that our partnerships reflect our commitment to ethical standards.

Conflict of Interest

To safeguard the CIC's integrity and maintain stakeholders' trust, we have established a mechanism to manage personal conflicts of interest. This mechanism includes approvals, control measures and segregation of duties.

The Code of Conduct outlines policies on the management of conflicts of interest concerning employees' official duties. The CIC will review and update it regularly to ensure alignment with the best practices and the emerging ethical standards.

Additionally, all staff members are required to thoroughly read and declare compliance of the Code of Conduct upon their arrival on board, as well as to declare their compliance annually.

Ethical Training for Employees

To embed a culture of integrity across the organisation, the CIC arranges annual anti-corruption training for all staff. This training is designed to empower employees with the knowledge and skills to identify unethical activities, prevent corruption and bribery and uphold the highest standards of ethical conduct in their daily roles.

ANTI-CORRUPTION TRAINING

is mandatory for all employees.

Through these measures, the CIC ensures that its employees are fully equipped to act in alignment with its core values and contribute to a culture of transparency, accountability, and trust.

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Safeguarding Data

Data Privacy

We are committed to protecting and respecting the data we collect, hold and process in compliance with the Personal Data (Privacy) Ordinance (Cap. 486). Our approach to data privacy is built on having the right talent, controls, policies, processes and systems in place to ensure the effective and ethical management of privacy risk.

Data Privacy Policy

In 2024, we have not only promulgated our own Personal Data (Privacy) Policy and the Standard and Procedure, but also built up and executed mechanisms to ensure compliance with the Personal Data (Privacy) Ordinance (Cap. 486). This policy sets forth a clear approach, establishes the requirements compliant with privacy laws, and defines roles and responsibilities for data privacy and data protection enforcement. The policy's Standard and Procedure also provide actionable guidance and regulatory requirements for the specific areas of data privacy, such as data collection, consent management, direct marketing, and so on. In addition, the existing Document Retention Policy governs the management and retention of all physical documents produced during business, ensuring proper handling of sensitive information throughout its lifecycle. Moreover, departments devised their respective Data Retention and Erasure Schedules in accordance with legal requirements and operational needs.

To uphold data privacy across all levels of the CIC, all staff members strictly adhere to the six Data Protection Principles:

- Purpose and manner of collection
- Accuracy and retention
- Use of data
- Data security
- Openness and transparency
- Access and correction

Roles and Responsibilities

To ensure effective implementation of all data privacy measures, we have established a structured governance framework, which includes key roles and processes:

- *Data Protection Officer*

The designated Data Protection Officer is responsible for overseeing the implementation of the Personal Data (Privacy) Policy and its accompanying Standard and Procedure. This officer reports directly to the Executive Director and the Audit Committee, ensuring accountability and transparency at the highest level.

- *Personal Data Champions*

Each department has appointed Personal Data Champions, who coordinate efforts from the top management at departmental level to enhance employees' awareness of legal and regulatory requirements and promote prudent management and handling of the organisation's extensive pool of personal data. Regular meetings were held to address issues of personal data.

- *Annual Data Review*

Each department conducts an annual review of its retained personal information inventory and submits a report to ensure compliance with all required privacy standards within the organisation and its vendors who act as data processors.

Our top management firmly sets the tone for data protection and cascade to all levels, reflecting the CIC's commitment to safeguarding personal data and upholding privacy standards across all operations.

Education and Awareness

We recognise that people play an important role in safeguarding data and mitigating privacy risks. To this end, we provide comprehensive data privacy training to all staff members and identify role-based training for Personal Data Champions. These training programmes focus on increasing awareness of data security risks and equipping employees with the tools and behavioural guidelines necessary to effectively protect our stakeholders.

Cybersecurity

As the cyber threat landscape continues to evolve, we remain vigilant in protecting the integrity of its data and systems. We have invested in robust cybersecurity measures and continuously updated our practices to meet the highest industry standards, safeguarding the interests of our stakeholders and the public.

Cybersecurity Measures

In March 2024, we introduced the Information Classification and Handling Standard, which governs information management across its lifecycle. This standard defines roles and responsibilities for protecting information and outlines the processes for identifying, classifying, registering, handling, securing, maintaining, and disposing of information. Information is now categorised into four levels:

- Highly Confidential (Highest)
- Confidential
- Internal
- Public (Lowest)

Access to highly confidential information is strictly limited to authorised personnel, with redistribution and duplication prohibited. Sensitive electronic data is protected through encryption, with additional password security for highly confidential files. Encrypted channels are used for data transfers. Large volume of data transfers require prior approval from the Information Technology and the Legal departments. For secure disposal, magnetic media is erased or degaussed, physical storage devices are destroyed, and data is permanently deleted from servers and cloud platforms.

To further strengthen cybersecurity, we have adopted advanced tools and controls, such as Azure Information Protection (AIP), Data Leak Prevention (DLP), Data encryption, and Access control management.

This standard and these control measures are reviewed and updated annually to ensure continued alignment with emerging threats and best practices.

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Cybersecurity Training and Awareness

Throughout 2024, we prioritised staff training and awareness to reinforce our defences against cybersecurity risks. Training initiatives included:

- Mandatory e-learning modules and voluntary webinars for all employees
- A Townhall Meeting, hosted by cybersecurity expert of the CIC
- The launch of a Gamified Phishing Email Campaign in March 2024, designed to enhance staff awareness of phishing risks and empower them to act as “human firewalls”. Gifts are given to motivate staff who report phishing risks promptly.

100%

Employees completed the mandatory cybersecurity training in 2024

We provide ongoing education through:

- A Cybersecurity Monthly Newsletter featuring updates on current risks and mitigation strategies
- Regular email tips on identifying phishing emails as part of the Phishing Email Review Program

By adopting a proactive approach to cybersecurity and data privacy, we ensure resilience, reliability, and robustness of our data systems.

Due to the consistent efforts and collaboration across all levels of the CIC, we are proud to have achieved an A grade from SecurityScorecard in 2024, which reflects our dedication to maintaining exemplary cybersecurity practices and protecting the interests of our stakeholders.

A GRADE
from SecurityScorecard

Building with Nature in Mind

We are dedicated to advancing the sustainability evolution in the Hong Kong construction industry while fostering future-ready operations that align with principles of environmental stewardship.

Since 2018, we have steadfastly advocated for sustainable construction, continually striving to integrate eco-friendly practices and decarbonisation principles into every aspect of the industry. By embedding sustainability into our core operations and influencing stakeholders across the construction value chain, we aim to create a greener and more resilient future for Hong Kong.

Key Initiatives: CIC Sustainable Construction Roadmap

2018

The first edition of CIC Sustainable Construction Award
Recognition of best sustainability practices among organisations and industry practitioners



CIC SUSTAINABLE
CONSTRUCTION AWARD
建造業議會可持續建築大獎

2019

CIC Carbon Assessment Tool
Carbon accounting platform for construction projects



CIC Carbon Assessment Tool
建造業議會碳評估工具

CIC Green Product Certification
Certification for building and construction products/materials



CIC GREEN
PRODUCT CERTIFICATION

2023

The third edition of CIC Sustainable Construction Award

2022

iBEAM Unison
A digital platform for green building assessment, which enables BIM-based submission



2021

CIC Sustainable Finance Certification Scheme
Common framework for construction green finance application



CIC Sustainable Finance Certification Scheme
建造業議會可持續金融認證計劃

2020

The second edition of CIC Sustainable Construction Award

2023

Smart Waste Management Tool
A one-stop digital platform that digitalises and streamlines processes from waste data collection to management



Smart Waste Management Tool
建築廢料智慧管理工具

Carbon Neutrality Strategy Study for the Hong Kong Construction Industry
Directions for the industry to move towards Carbon Neutrality 2050

CIC Global Construction Sustainability Forum and Exhibition 2023 (GCSFE)
The first construction-specific sustainability global forum and exhibition in Hong Kong



2024

Follow-up initiatives of decarbonisation directions for the Hong Kong construction industry:

- Feasibility Study of Construction Site Electrification and Clean Energy Adoption
- Exploration Study for Alternative Construction Methods, Tools and Services for Reducing Timber Waste
- Development of a Material Exchange Platform

Driving Environmental Sustainability in the Industry

Recognising that the construction industry is one of the most carbon-intensive industries, we have taken a leadership role in driving sustainable practices and adopting advanced technologies to elevate the industry's overall sustainability performance. This commitment reflects our dedication to addressing climate change and fostering a more resilient future for Hong Kong's construction landscape.

Decarbonisation Directions



As part of its unwavering commitment to sustainability, we released the leaflet titled Decarbonisation Directions for Hong Kong Construction Industry in May 2024, which outlines three critical pathways for achieving a lower-carbon construction industry:



- Construction Site Electrification and Clean Energy Adoption



- Construction and Demolition Waste Management



- High Productivity Construction and Construction Digitalisation

Building on this foundation, we launched three follow-up initiatives in 2024 to translate these directions into actionable outcomes.

(1) Feasibility Study of Construction Site Electrification and Clean Energy Adoption



This study assesses the feasibility and readiness of electrification and clean energy solutions at Hong Kong's construction sites. By evaluating current practices, emerging technologies, policy support, and financial viability, it will provide practical recommendations to guide the industry towards sustainable energy use. The study will serve as a blueprint for cleaner and more energy-efficient construction sites.

(2) Exploration Study for Alternative Construction Methods, Tools and Services for Reducing Timber and Timber Formwork Waste



Timber waste, primarily driven by the extensive use of timber formwork, is one of the most significant waste streams in construction. To address this, we initiated a study to explore innovative construction methods, tools, and services for reducing timber and formwork waste. This initiative aims to address landfill contributions and carbon emissions.

(3) Development of a Material Exchange Platform



To promote a circular economy within the construction industry, we are developing a Material Exchange Platform, a digital hub that connects construction sites, recyclers, and product innovators. This platform aims to facilitate the reuse and recycling of surplus and waste materials, extending their life cycle and reducing landfill waste. Once fully operational, it will serve as an essential tool for advancing sustainable material management in the construction industry.

Other CIC Decarbonisation-related Tools and Initiatives

In addition to these new initiatives, we have developed several decarbonisation-related tools and programmes to empower the construction industry to reduce its carbon footprint.

Smart Waste Management Tool

Launched in April 2024, the Smart Waste Management Tool (SWMT) is a web-based platform that streamlines the tracking and management of construction and demolition (C&D) waste. It centralises waste data input, analysis, approval, verification, and storage, reducing reliance on manual processes and enabling data-driven waste reduction strategies.

A second phase of improvements to the SWMT was initiated in 2024 to further enhance usability. These enhancements will make the SWMT even more user-friendly and effective in supporting waste reduction targets.

CIC Carbon Assessment Tool

In 2024, we engaged academics and industry professionals to review and validate methodologies of the CIC Carbon Assessment Tool (CAT). Positive feedback affirmed its robustness, and we are committed to enhancing CAT's transparency and usability for broader adoption.

25% ↑
in the cumulative number of
CAT users compared to 2023

CIC Green Product Certification

In 2024, extensive stakeholder engagement was conducted for revamping the CIC Green Product Certification (GPC). This included updating the assessment criteria and incorporating additional product categories to align with the international and national standards, and the evolving sustainability needs of the construction industry. The upgraded certification scheme will be launched in 2025. This enhancement will support the industry's transition to more sustainable procurement practices.

CIC Sustainable Finance Certification Scheme

Throughout 2024, we organised engagement sessions with various financial and construction professionals to bridge knowledge gaps and encourage the scheme's adoption. Moreover, awareness and practical training sessions were held to equip assessors with the necessary knowledge and skills.

In October 2024, we commenced the Study for Enhancement and Repositioning of the CIC Sustainable Finance Certification Scheme (SFCS). This study aims to align our sustainable finance initiative with the evolving needs of the construction industry.

CIC-Zero Carbon Park

Igniting Green Living and Environmental Awareness

The CIC-Zero Carbon Park (CIC-ZCP) stands as a pivotal hub of sustainable innovation, inspiring individuals and industries to embrace a greener future. By showcasing low-carbon living, renewable energy applications, green building design, and the recycling of materials, CIC-ZCP transcends theoretical ideas into practical solutions. Visitors are invited to delve into these concepts through guided tours and immersive workshops, offering a hands-on journey into sustainable living possibilities.

1,132

Complimentary guided tours

122

Low-carbon workshops

In November 2024, during the Construction Month, CIC-ZCP brought the theme "Constructing a Greener Future" into action by hosting over 30 impactful events. From the ZCP Drive to Zero Exhibition and construction digitalisation forum to the flagship award ceremony and STEAM education activities, the month-long festivity captivated over 50,000 visitors. These events elevated public awareness and industry innovation, underscoring a steadfast dedication to sustainability and carbon neutrality.

Beyond the spotlight of Construction Month, CIC-ZCP sustained its advocacy to promote sustainable practices. Initiatives like GO Green GO Life encouraged practical low-carbon habits, while our first-time collaboration with JupYeah to organise a fashion swap promoted sustainable consumption by reducing waste. In 2024, CIC-ZCP also sponsored 10 projects organised by charities, NGOs, and industry stakeholders, further driving community engagement in environmental efforts.



GO Green GO Life

CIC-ZCP's dedication to nurturing future leaders was evident through programmes such as the Easter STEAM Fiesta and the ZCP Green Heroes Programme, which inspired nearly 4,000 young members - a 25% increase from 2023 - to take an active role in carbon reduction activities. Meanwhile, the CIC-ZCP STEAM Lab equips aspiring youth with essential skills to steer the construction industry towards carbon neutrality. In 2024, the STEAM Lab doubled its guided tours, arranging 416 tours to engage and educate young minds.



CIC-ZCP STEAM Lab

Through these interconnected initiatives, CIC-ZCP seamlessly blends education, innovation, and community outreach. Its efforts inspire individuals of all ages to embrace sustainable practices, paving the way for a more resilient and greener future for all.

Our Approach to Our Operations

We are committed to reducing carbon emissions and minimising the environmental impacts within our operations. By embedding environmental consciousness, we strive to create greener, more resource-efficient workplaces while aligning with regulatory requirements.

Our Commitment to Environmental Management

To guide our efforts on low-carbon operations, we have developed an Environmental and Sustainability Charter, which provides strategic directions across key areas such as stakeholder engagement, compliance, natural resource preservation, pollution prevention, waste reduction, emergency preparedness, green purchasing, and environmental management systems. The Charter will be reviewed and updated every two years to remain relevant and impactful.

Furthermore, we introduced a Green Purchase Policy, encouraging all staff to consider environmental impacts when purchasing applications and making procurement decisions. This policy will be annually reviewed and updated if necessary.

We have also implemented workplace enhancement programmes focusing on energy efficiency and waste management. Our operations comply with Hong Kong's environmental regulations, including the Air Pollution Control Ordinance (Cap 311), the Water Pollution Control Ordinance (Cap 358), the Waste Disposal Ordinance (Cap 354), the Building Energy Efficiency Ordinance, and so on.

Sustainable Practices in Our Premises

Water Efficiency and Wastewater Management



We have embraced innovative water-saving measures to reduce water usage and prevent unnecessary waste. The real-time Internet of Things (IoT) water leakage sensors have been installed in restrooms to detect and repair leaks promptly, significantly reducing water consumption. Additional measures, such as water flow controllers, flushing sensors, and smart meters, enable precise monitoring and optimisation of water usage. Routine water tank cleaning and water sample testing further ensure the quality and reliability of our water systems.

We also manage our wastewater properly. For example, wastewater generated from the painting section in the Hong Kong Construction Industry Trade Testing Centre (HKCITTC) is treated through sedimentation tanks to meet the environmental standards and minimise pollution before discharge.

Energy Optimisation and Renewable Energy



We have integrated renewable energy solutions into our operations. This includes upgrading EV chargers at CIC-ZCP to promote electric vehicle adoption. We are also replacing corporate gasoline vehicles with electric vehicles and encouraging carpooling among staff travelling to the same destination.

Energy efficiency is enhanced by monitoring electricity consumption at our premises, procuring energy-efficient appliances, setting devices to sleep mode when idle, and introducing timers to turn off unused lighting.



233,274 kWh

from clean energy sources,
such as solar power systems and
biodiesel 100 generator

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Comprehensive Waste Management








We have implemented a robust waste management strategy to reduce waste generation and promote recycling. Environmentally friendly materials are used for renovations, and second-hand office furniture is purchased to minimise resource consumption. Materials such as cartons are reused during office relocations, and waste segregation and recycling programmes are actively supported through GREEN@COMMUNITY initiatives.

Recycling bins are strategically placed across our premises to collect waste materials, such as paper, steel, other metals, plastics, and expired safety helmets. At HKCITTC, tested materials that can be reused are sent to the Hong Kong Institute of Construction (HKIC) for further use, thereby extending their lifecycle. Other measures include replacing cups with reusable ones during meetings, installing hand dryers in washrooms to reduce paper waste, collecting and recycling toner and ink cartridges and other materials, with progress tracked for accountability.

Recycled **>111,000 kg**
of materials in 2024 within all CIC's premises

Breakdown of recycled materials

 Metal 98,816.00 kg	 Glass 292.40 kg
 Paper/Cardboard Packing 9,316.75 kg	 Food Waste 3,300.00 kg
 Plastics 1,565.37 kg	 Electronic waste 416.00 kg

Promoting Paperless Operations



Our operations emphasise reducing paper consumption through digital transformation. We have adopted e-forms, e-signage, online notices, and electronic surveys to replace printed materials. Double-sided and black-and-white printing are encouraged, and paper and envelopes are reused whenever possible. Tablets and projectors are used for meetings instead of printed documents.

Environmental Programmes and Certifications

We actively participate in programmes to enhance environmental awareness and sustainability. For example, we participated in the Hong Kong Green Organisation Certification's schemes for our headquarters, including the Energywi\$e Certificate, Wastewi\$e Certificate, Energy Saving Charter and Food Wise Charter. These certifications reflect our commitment and performance in energy efficiency, waste reduction, and responsible resource management.



Energy Saving Charter and Food Wise Charter

Tracking Progress and Future Goals

We closely monitor the environmental impact of our operations, including electricity, water, and gasoline consumption to identify areas for improvement. By implementing innovative technologies, fostering sustainable behaviours, and adopting clean energy solutions, we aim to continually enhance our environmental performance and contribute to a greener future.

Change Through Innovation

As an innovation and digitalisation resource hub, we are dedicated to leading the construction industry towards a sustainable future through transformative advancements. By championing innovation and leveraging technology, we aim to enhance productivity, quality, safety and sustainability across the industry.

We are the trailblazers at the forefront of this dynamic shift, providing essential guidance and reference materials to empower the industry in confidently integrating cutting-edge technologies into their operations, enabling seamless adaptation to the demands of a rapidly evolving industry landscape.

By fostering a collaborative ecosystem, we promote innovative and sustainable construction practices that drive the widespread adoption of innovative solutions. This collective effort positions the construction industry to unlock unparalleled growth opportunities, improve project efficiency, and achieve outcomes. Ultimately, our work contributes to creating a sustainable built environment that meets the needs of future generations while supporting the industry's long-term development and success.

Driving Innovation in the Industry



Showcasing & Catalysing Collaborations

As part of our mission to drive innovation, we actively facilitate platforms that showcase cutting-edge technologies and catalyse meaningful collaborations across the construction industry. By bringing together global experts, thought leaders, and stakeholders, these initiatives accelerate the adoption of transformative solutions.

CIC Global Construction Digitalisation Forum and Exhibition 2024

The CIC Global Construction Digitalisation Forum and Exhibition (GCDFE) 2024, co-organised by the Development Bureau and the CIC, exemplified our commitment to driving digital transformation in the construction industry. Held from 29 to 30 October 2024, the event attracted global participants and featured forums, exhibitions, and live demonstrations, showcasing how technologies like digital planning tools and AI-driven solutions are reshaping construction practices. The GCDFE provided a platform for knowledge exchange, empowering stakeholders to explore how digitalisation enhances productivity, sustainability, and efficiency.

10,000+

Physical and Online Visits

46 Guided Tours

46 Booths

43 Exhibitors

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Global Construction Robotic Day

We also hosted the Global Construction Robotic Day on 7 and 8 May 2024, highlighting the vital role of robotics in more innovative, safer, and more sustainable construction practices.

This two-day event featured a global conference, a technology pitching session, and a Construction Robot Exhibition, which showcased 24 state-of-the-art construction robots for tasks such as measurement, floor grinding, demolition, and facade cleaning. Attendees gained valuable insights into the latest advancements in robotics and explored practical applications for integrating these technologies into their operations to enhance efficiency and safety across the construction stage.

8,000+

Participants in the exhibition

35

Renowned robotic experts for the conference

CIC R&D Conference 2024

Additionally, we hosted CIC R&D Conference on 12 December 2024. Three research teams were invited to share their latest results and practical cases in innovative building materials, construction digitalisation and smart geotechnical identification. This sharing lets participants understand the effectiveness and benefits of the application of new construction materials and technologies.

1,400+

Participants

Navigating the Digitalisation Path

Guidance and Reference Materials

To catalyse widespread industry transformation and align with the Government's initiatives, we released key reference materials in 2024, including CIC Beginner's Guide on Construction Digitalisation – Cybersecurity, Reference Materials of BIM Harmonisation for Digital Hong Kong and Reference Materials on BIM for Asset and Facility Management.



Left to Right: CIC Beginner's Guide on Construction Digitalisation – Cybersecurity, Reference Materials of BIM Harmonisation for Digital Hong Kong, Reference Materials on BIM for Asset Management and Facility Management

Professional Knowledge Hub

Through the integration of these four centres – the Construction Innovation and Technology Application Centre, the Digital Twin Hub, the MiC Resources Centre, and the CIC-ZCP – we continue to lead the industry in innovation and sustainability, connecting stakeholders, providing access to cutting-edge technologies, and fostering knowledge exchange.

The iHub guided tour connecting these four exhibition centres was introduced in 2021. In 2024, over 500 tours with more than 10,000 visitors were conducted.

Construction Innovation and Technology Application Centre

The Construction Innovation and Technology Application Centre (CITAC) is a professional knowledge hub dedicated to collecting, showcasing, and promoting the latest local and international construction technologies. By encouraging the adoption of innovative construction practices, the CITAC addresses the evolving needs of the industry.

In 2024, the CITAC organised various outreach activities to enhance industry engagement.

29 Business-to-business engagement activities

6 Webinars 2 Pitching sessions

2 Robotic tours 2 Technical visits

CIC Digital Twin Hub

The CIC Digital Twin Hub features four distinct areas: the Showcase Area, Smart Site Construction Management Corner, Multi-purpose Area, and Digital Twin Lab. Each area is designed to support the industry's digital transformation.

The Digital Twin Hub provides different functions, including experience-sharing sessions, group guided tours, and advisory workshops, all geared towards enhancing industry expertise and inspiring innovation.

MiC Resources Centre

The MiC Resources Centre is a landmark facility – one of the buildings constructed using MiC technology in Hong Kong. It disseminates professional information, shares industry updates, and supports the local adoption of MiC practices.

In 2024, the Centre hosted a seminar to showcase the construction journey of Hong Kong's first private residential MiC project, the 28 Tonkin Street Redevelopment Project. This project represents a significant milestone for the private sector, demonstrating how MiC and other innovative technologies can transform traditional construction practices.



MiC Seminar

RMAA Corner

In response to the growing demand for specialised resources in the Repair, Maintenance, Alteration and Addition (RMAA) works, we established the RMAA Corner in 2024. This corner provides in-depth insights into market trends and regulatory policies, best management practices, safety guidelines, and advanced technologies for the RMAA projects.

The RMAA Corner enhances understanding among construction professionals, property management companies, and the general public, guiding them to enhance safety awareness and practices, improve operational efficiency, and foster positive advancements across the industry.

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Catalysing Transformation

Beyond sharing knowledge through our exhibition centres, we actively engage with industry professionals by organising site visits – both locally and overseas – enabling them to explore cutting-edge construction technologies and innovative practices. These initiatives foster knowledge exchange, inspire transformation, and drive the adoption of sustainable and advanced construction methods across the industry.

Overseas Study Tour

In 2024, the CIC organised a Smart and Sustainable Study Tour to Finland and the Netherlands, bringing together an 18-member delegation to explore the latest advancements in sustainable practices, digitalisation, industrial construction, smart facilities management, and reclamation technologies.

These visits deepened the delegation's understanding of global best practices and inspired new approaches to integrating sustainability and digitalisation into the construction industry.

National Studies Course and Visit

Since 2022, we have organised a signature course on national affairs in Mainland China for industry professionals. In 2024, the fifth class was held in Beijing, focusing on key topics such as New Quality Productive Forces, the Spirit of the Third Plenary Session (三中全会精神), Dual Carbon Goals, Green Development, One Country, Two Systems and Guangdong-Hong Kong-Macao Greater Bay Area (GBA) Opportunities.

The programme also included four study visits, highlighting cutting-edge advancements in construction technologies.



National Studies Course

We also organised 65 activities, including 11 technical visits, 49 exchange visits, three on-campus job fairs and two signature courses on national affairs to strengthen our connection with various parties from Mainland China, enhance supply chain collaboration, and promote the exchange of innovative technologies.

Local Site Visit

To ensure continuous updates on construction developments and foster local knowledge exchange, we organised a series of local project and factory visits. These visits provided industry professionals with hands-on insights into ongoing projects and innovative technologies.



Site Visit to Fire Station-cum-Ambulance Depot with Departmental Quarters and Facilities

Empowering Professionals with Advanced Training

Providing industry professionals with the latest construction skills and knowledge remains our core mission. The key training programmes in 2024 include:

January 2024	CIC Master Class on Digital Twin
September – October 2024	Pilot Course on Robotic Operator Training
November 2024	CIC Master Class on AI for Construction (including Large Language Models (LLMs))

We also launched the “Future Construction Excellence Programme” in 2024 to bring global perspectives and advanced technologies to Hong Kong’s construction industry. Participants attended classes, conferences, and site visits in the United Kingdom, Shenzhen, and locally, engaging with renowned experts. This immersive experience broadens horizons, driving innovation and advancing industry transformation.

To meet the growing demand for BIM talents, we continued offering courses on BIM Viewers, CIC-Certified BIM Personnel and CIC-Accredited BIM Training, issuing the following certificates by the end of 2024:

12,759 BIM Viewers

711 CIC-Certified BIM Managers

902 CIC-Certified BIM Coordinators

OUR SUSTAINABILITY JOURNEY

Recognition of Innovation Excellence

In 2024, we organised the CIC Construction Digitalisation Award and CIC BIM Competition to celebrate innovation and excellence across the construction industry.

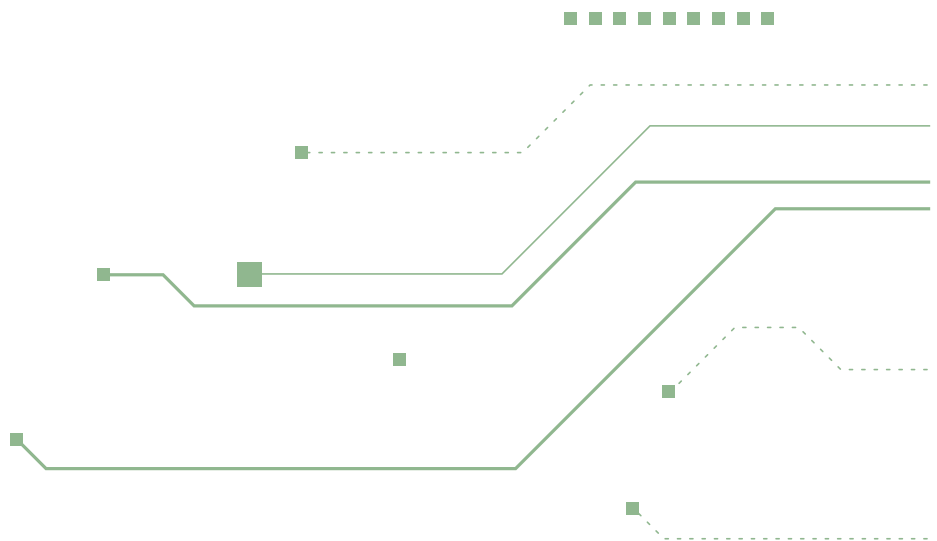
CIC Construction Digitalisation Award

The CIC Construction Digitalisation Award 2024 recognised 29 outstanding local projects and organisations for their exceptional contributions in promoting and adopting digitalisation tools and workflows, driving innovation to enhance productivity, quality, sustainability, and safety with measurable KPIs. Winners were selected through a rigorous evaluation process, reflecting their leadership in advancing digitalisation across the construction industry. To further benefit the industry, the knowledge and experience of these digitalisation leaders will be shared through post-award seminars and workshops, fostering industry-wide growth and innovation.

CIC BIM Competition 2024

For the sixth consecutive year, the CIC BIM Competition has continued to promote the practical uses of Building Information Modelling (BIM) by fostering collaboration and healthy competition among higher education students in construction-related disciplines. This year's competition revolved around the theme Develop a CIC Innovation Academy for Higher Education Students.

The Champion Team earned an exclusive opportunity to participate in the CIC Digitalisation Study Tour to Singapore in September 2024. During the tour, they explored the latest advancements and future trends in construction digitalisation through engaging with leading organisations, insightful site visits, and active participation in the International Built Environment Week (IBEW) 2024.



Funding Support: Driving Innovation and Sustainability Through Construction Innovation and Technology Fund

The Construction Innovation and Technology Fund (CITF) continues our efforts to modernise the construction industry. By providing financial support, it promotes the adoption of innovative and advanced technologies, enhances safety practices, and fosters the sustainable development of the industry.

In 2024, the CITF demonstrated its continued commitment to innovation by expanding its funding scope. This expansion now includes financial coverage for network upgrades, additional manpower, technical support and maintenance associated with implementing the Smart Site Safety System (4S). This enhancement ensures that stakeholders can seamlessly integrate advanced safety technologies.

Key CITF figures in 2024:

Contributed

>HK\$1.5 billion

for projects

Consist of

>400

products in the CITF pre-approved
technologies list

Approved

>4,400

funding applications

Benefiting

>1,200

recipients

Provided an additional funding ceiling of

HK\$1.5 million

(for the adoption of Smart Site Safety System)

The CIC APP: Driving Efficiency, Safety, and Sustainability in Construction

We launched the CIC APP in 2024, representing a groundbreaking step in transforming the construction industry through digital innovation. By streamlining services and enhancing operational efficiency, it demonstrates how technology can align environmental responsibility with improved user experience.

The CIC APP fully digitalises key services, including workers registration, payment processing, and document management. It also delivers real-time safety updates and weather alerts, ensuring timely information.

Moreover, the CIC APP reduces transportation-related carbon emissions by consolidating services into a single platform, enabling users to manage registrations, applications, and webinars remotely. This shift enhances convenience and also supports the industry's commitment to reducing its carbon footprint.

People at the Heart of Sustainability

*Our Core Values:
Guiding Our Action*

**CARING
INTEGRATED
COMMITTED**

At the CIC, people are at the heart of achieving our vision of sustainability. Rooted in our core values and organisational culture, we are guided by principles that influence how we treat our stakeholders, support our employees, and make decisions in daily business operations. These values drive our commitment to fostering an inclusive and dynamic work environment that prioritises well-being, encourages personal and professional growth, and empowers individuals to unlock their full potential.

Our focus on people aligns closely with the CIC's broader ambition of advancing sustainability in the construction industry. This commitment extends to prioritising safety as a cornerstone of a sustainable future. Through initiatives such as the "Year of Construction Safety and Digitalisation", we aim to cultivate a culture where safety is second nature; empowering workers, enhancing public confidence, and ensuring a resilient and thriving construction industry for generations.

Year of Construction Safety and Digitalisation



We firmly believe that safety is integral to shaping a brighter tomorrow. Putting words into action, the CIC has designated 2024 as the "Year of Construction Safety and Digitalisation".

Driving Safety in the Industry

Throughout the year, we have organised various safety training initiatives and awareness campaigns designed to enhance safety knowledge and skills among construction practitioners. These initiatives aim to foster a safety-first culture, empower project managers to lead by example, and encourage front-line workers to confidently "Say No to Danger".

The objectives of 4SLS are to drive the widespread adoption of 4S in both public and private works contracts, enhance the safety performance of the construction industry, and ascertain the proper use of 4S for continuous monitoring of high-risk activities within the sites.

Smart Site Safety System Labelling Scheme

In response to Technical Circular (works) No. 3/2023 issued by the Development Bureau, which mandates the adoption of the Smart Site Safety System (4S) in public works projects with a contract sum exceeding HK\$30 million, the Development Bureau, in collaboration with the CIC, launched the 4SLS in May 2024.

Safety Pilot Run Scheme

We are actively promoting “Design for Safety” to encourage construction projects to put safety into consideration from the design stage.

The Kick Start Ceremony for the first phase of the Design for Safety Pilot Run Scheme was held on 26 July 2024, where participating organisations were commended for their involvement. At the ceremony, Dr. Alex KATSANOS, representative of the Consultant and the British expert, Mr. Stephen COPPIN shared insights into the Pilot Run, including practices and application cases in Britain. It facilitated valuable discussions among the participants, assisting in strengthening their safety awareness and promoting the adoption of safer design principles.



Kick Start Ceremony for Design for Safety Pilot Run Scheme

10

projects participated in the first phase of the Design for Safety Pilot Run Scheme

Life First 2024

The 4th Life First campaign was successfully organised in May 2024, continuing our efforts to promote construction safety.

It continuously showcased outstanding efforts and achievements in improving construction safety. The campaign also featured safety conferences, site visits, and exhibitions, engaging over 300 sites and more than 3,000 participants.

“Safety Reunion” – Construction Industry Poster Design Competition

To further promote safety awareness in the construction industry, we held “Safety Reunion” – Construction Industry Poster Design Competition in 2024. With categories for parent-child teams, primary schools, secondary schools, and an open group (18-40 years old), the competition inspired creativity and contributed to enhancing construction site safety.

Over 300 entries were received, each creatively showcasing safety messages while expressing care and gratitude towards construction workers.

Safety Webinars and Reference Materials

We also periodically offered a series of webinars and workshops to promote safety and developed several key safety reference materials to enhance safety practices across the industry.



Left to Right: Standard and Guide on Lifting Operation, Standard and Guide on Scaffolding Safety and Building Services Safety Handbook

OUR SUSTAINABILITY JOURNEY

Safety First Mindset in Our Operation

Safety is a fundamental value that shapes everything we do. With strong leadership, clearly defined safety responsibilities, and the adoption of advanced technologies, we are committed to creating a safe, proactive, and innovative working environment where safety is everyone's responsibility.

Guided by the principles of "Life First" and "Say No to Danger", employees are encouraged to stop work, reassess risks and arrange appropriate safety measures whenever safety is affected. A robust framework for method statements, risk assessments, and dynamic evaluations ensures potential hazards are identified and mitigated before work begins. This process is collaborative, with employees actively contributing suggestions to enhance workplace safety.

We adopted innovative technologies like 4S while establishing the CIC Centre for Future Construction. In addition, real-time heat warnings and weather report boards were installed at the HKCITTC workshops to help minimise the heat-related discomfort of the staff and candidates.

We also prioritise safety training. New employees shall complete online workplace safety training upon joining, followed by a 2-day Foundation Certificate in Construction Safety during their probation. Mandatory safety town hall meetings, regular webinars, training sessions, pre-work briefings are organised for all staff, renewing their awareness and reminding "Construction Safety is No Small Matter, No Room for Compromising Safety" to the accident prevention.

Cultivating Professionalism and Talent

Inspiring a Culture of Excellence

Our commitment is to foster a culture of recognition and appreciation, encourage continuous improvement, and inspire the industry to strive for higher standards of professionalism. Signature award and completion in 2024 are summarised below.



**CIC OUTSTANDING
CONTRACTOR AWARD**
建造業議會傑出承建商大獎

CIC Outstanding Contractor Award

The CIC Outstanding Contractor Award Presentation Ceremony 2024, often regarded as the "Oscars of the Construction Industry," was held on 6 November 2024, celebrating 23 awards that recognised contractors excelling in Safety Culture, Corporate Innovation, Professionalisation, Integrity Management, Revitalisation, and Environmental, Social, and Governance (ESG). This year's awardees in the "Major Contractor" category have also showcased exceptional achievements in integrity management.

Notably, a new category was introduced to honour the contributions of Repair, Maintenance, Alteration and Addition (RMAA) contractors, reflecting their important role in sustaining the built environment. These outstanding contractors collaborate to advance sustainable development, create a more liveable environment, and enhance the quality of life and well-being for the public.



CIC Outstanding Contractor Award Presentation Ceremony

The 3rd Hong Kong Construction Skills Competition

The 3rd Hong Kong Construction Skills Competition introduced the Beginner Group competition this year, offering secondary school students a chance to explore construction skills and experience the competition format.

Held in December 2024, the competition featured around 30 students competing in Bricklaying, Joinery, Painting and Decorating, Plumbing and Heating, Wall and Floor Tiling, and Welding. Over two hours, participants applied their training to complete tasks, showcasing both effort and determination.

Enabling Industry Limitless Possibilities



Building Tomorrow's Workforce: Hong Kong Institute of Construction

Hong Kong Institute of Construction (HKIC) is shaping a forward-thinking workforce to lead the construction industry. Offering advanced diplomas, certificates, and hands-on site experience, the HKIC collaborates with contractors, employers, and trade unions. In 2024, 263 diverse training programmes were provided to address the industry's varied needs.

4 Advanced Diploma Programmes

7 Diplomas in Construction Programme

3 Certificates in Construction Programme

71 Part-time Courses offered by HKIC

74 Part-time Courses offered by SPDC

40 Short Courses

60 Skill Enhancement Courses

4 Commissioned Courses

Recognising Skilled Workers: Trade Testing

We continued conducting trade tests and training courses to set industry standards and offer recognised qualifications for elevating construction professionalism.

In 2024,

155 Types of Trade Tests

22,558 Trade Tests Conducted

Refrigerants can harm the ozone layer and contribute to climate change. Recognising this, the Hong Kong Construction Industry Trade Testing Centre (HKCITTC) took proactive steps in 2024 to reduce the environmental impact of refrigerants in the construction industry.

In 2024, the HKCITTC's Supervising Instructor joined the Refrigerant Committee of the Electrical and Mechanical Services Department (EMSD) to provide expert advice, including:

- Incorporating a practical test on safely and environmentally handling refrigerants into the 4-hour Air Conditioning Trade Test (Unity System)
- Establishing an 8-hour theoretical training course on refrigerant handling to enhance technical knowledge

EMSD accepted and supported these proposals. Industry practitioners who pass both the trade test and training course will soon qualify as EMSD Authorised Refrigerant Handling Technicians. The HKCITTC assists the construction industry in turning environmental challenges into opportunities, paving the way for a more sustainable future.

OUR SUSTAINABILITY JOURNEY

Recognising Contractors: Registered Specialist Trade Contractors Scheme

Launched in 2019, the Registered Specialist Trade Contractors Scheme fosters a professional and skilled pool of trade contractors through a recognised registration system.

In 2024, six new trades – Painting, Metal Works, Structural Steelwork, Horticultural Works, Arboriculture Works, and Skyrise Greenery Works – were added, expanding the total to 20 designated trades.

By the end of 2024,

7,143 Registered companies

2,638 Registered Specialist Trade Contractors

4,505 Registered Subcontractors

To further enhance the industry's professionalism, well-being and integrity, we organised technical seminars on resolving payment disputes, introducing the eMPF Platform, and safety. The Construction Workers Carnival united over 6,000 industry stakeholders, workers, and families, celebrating their contributions while promoting safety, health, and innovative technologies.

Nurturing CIC Talent



In addition to cultivating industry talent, we continue nurturing a dynamic learning culture that empowers our employees to excel professionally. By fostering a well-trained, highly motivated workforce, we ensure our team is equipped to deliver excellence and uphold the highest standards across all areas of our organisation.

To support it, we provide an extensive range of learning and development opportunities tailored to meet the unique needs of our employees. Delivered through multiple platforms and programmes, these initiatives encourage continuous learning and professional growth.

Comprehensive Training Framework

All employees are required to complete a minimum of 48 hours of learning annually. This encompasses both self-initiated learning and training recommended by their supervisors. Our robust training ecosystem consists of the following:

Tailored Training for Teaching Staff

We recognise the unique needs of teaching staff and offer specialised programmes to enhance their skills and expertise:

- **Certificate in Learning and Teaching Programme:** This programme equips teaching staff with essential skills for effectively managing workshops and classroom environments.
- **Continuous Learning Programme:** Designed to keep teaching staff updated on the latest methodologies and industry knowledge, this programme fosters a culture of innovation and excellence in education.

Support for Professional Development

We are dedicated to supporting our employees' educational and professional growth through:

- Training Subsidy: A subsidy for staff to attend workshop or receive training relevant to their job duties or career development
- Development Subsidy: A one-off subsidy for obtaining a higher academic qualification
- Study Leave: Annual leave for examination preparation
- Membership Reimbursement: Coverage of one professional association membership fee per year

Flexible Learning Opportunities

To ensure accessibility and flexibility, we offer:

- 24/7 Online Learning Platform: A cutting-edge platform providing on-demand training tailored to individual needs, our efforts in this area were rewarded with the award of the highest Gold Award for Learning Champion in the Public Sector category at the 2024 LinkedIn Talent Awards.
- Optimised Learning Time: Employees can apply for dedicated learning hours during work to complete training without compromising productivity.

Mandatory Training Topics:

To ensure competence in essential areas, we integrate key subjects such as "Protection of Personal Data" and "Teaching Skills" into the annual learning.

In 2024,
49,088 hrs
 Total Training Hours

55.9 hrs
 per employee
 Average Training Hours

Caring Culture



Care about the Industry

In response to the industry's current challenges with financial instability and cash flow difficulties, we facilitated a Workshop of Recent Financial Situation in Construction Industry on 11 December 2024, bringing together banking professionals and industry stakeholders. This collaborative effort aims to tackle pressing financial concerns, explore available banking solutions, and identify practical opportunities to improve cash flow management. By fostering open dialogue and exchanging insights, the workshop provided a platform to develop actionable strategies that address the industry's needs.

Building a Caring Community

Honoured with the Outstanding Non-commercial Organisation Award, at the Hong Kong Volunteer Award Presentation Ceremony, jointly organised by the Home and Youth Affairs Bureau and the Agency for Volunteer Service, the Construction Industry Sports & Volunteering Programme (CISVP) continues transforming expertise into meaningful contributions, proving that construction is about building communities, not just structures.

OUR SUSTAINABILITY JOURNEY

Fostering a Culture of Care

In 2024, the CISVP consistently organised volunteer activities to support the underprivileged groups and extend our care to the broader community. The 7th Construction Industry Volunteer Awards Scheme reached new heights, recognising contributions from practitioners and organisations and encouraging a caring culture across the industry.

793

Volunteer Services

61,227

Number of Beneficiaries (man-time)

The 7th Construction Industry Volunteer Awards Scheme

71

Participated Organisations

▲ 11%

(compared to 2023)

221,848

Service Hours

▲ 4%

(compared to 2023)

30,323

Volunteers (man-time)

▲ 2%

(compared to 2023)

These exceptional efforts to reinforce the CISVP's objectives and promote the spirit of sports and volunteering yielded remarkable results. The number of CISVP Corporate Members witnessed an impressive increase of over 8%, and the coveted "Construction Industry Caring Organisations" Logo was awarded to nearly 5% more deserving companies.

175

CISVP Corporate Members

▲ 8%

(compared to 2023)

161

Construction Industry Caring Organisations

▲ 5%

(compared to 2023)

In early 2024, the CISVP joined hands with the construction industry organisations to launch the "Inheritance of Craftsmanship Eco-Planter Campaign," in which workers and the HKIC students repurposed surplus materials into eco-planter to create a green public garden for Choi Yuen Estate residents.



Inheritance of Craftsmanship Eco-Planter Campaign

A key highlight was the annual mega event – Lo Pan Service Month, which engaged 4,483 volunteers in 321 rounds of services. Signature activities included:

- Lo Pan Rice Campaign, which delivered Lo Pan Rice to the disadvantaged groups
- Blood Donation Day, held in collaboration with the Hong Kong Red Cross
- Countryside and Shoreline Clean-up Campaign, which mobilised volunteers to protect natural habitats



Lo Pan Rice Campaign



Blood Donation Day



Countryside and Shoreline Clean-up Campaign

Our volunteers also visited the public housing estates in all 18 districts to assist the elderly to install handrails and provide home repairs services.

Supporting Construction Workers and Their Families

The CIC's commitment to workers' well-being extended beyond the workplace. The Scholarship for Family Members of Registered Construction Workers recognised students' academic achievements in the Hong Kong Diploma of Secondary Education Examination (HKDSE).

Granting

HK\$348,000

in Scholarship

Awarding **39** Prizes

This initiative not only celebrated the dedication of construction workers but also supported their children in pursuing careers in fields such as medicine, engineering, finance, and architecture. By empowering the next generation, we nurture future leaders who drive societal progress and innovation.

Additionally, workers' health and well-being were prioritised through the Medical Examination Scheme for Registered Construction Workers (MES). The construction site outreach service and clinical service provided on-the-spot tests for blood pressure, BMI, diabetes, liver and kidney function, and more highlighting our holistic approach to workers' care.

OUR SUSTAINABILITY JOURNEY

Partnering for a Better Tomorrow

In 2024, we also lent our support to the meaningful initiatives led by other organisations, such as:

- Assisted with rickshaw repairs for the ACCA Community Day
- Participated in the Race for Water 2024
- Provided venues and logistical support for impactful events
- Donated to various charities, such as Lok Sin Tong, Orbis HK, Oxfarm HK

Caring and Integrated CIC Family

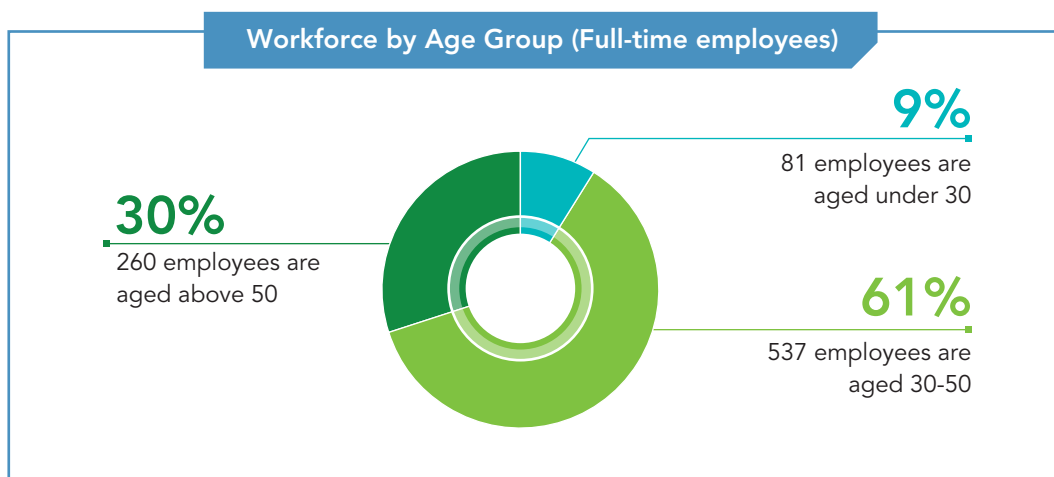
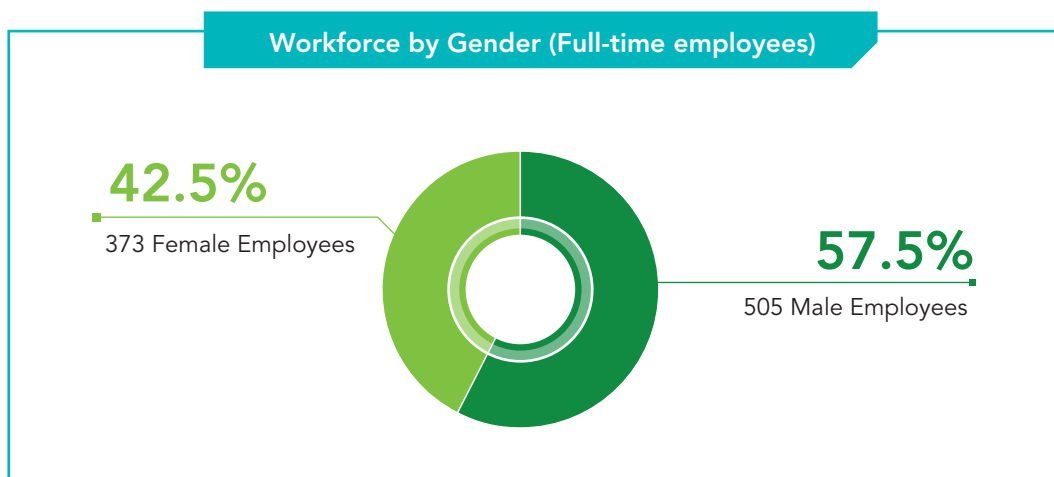
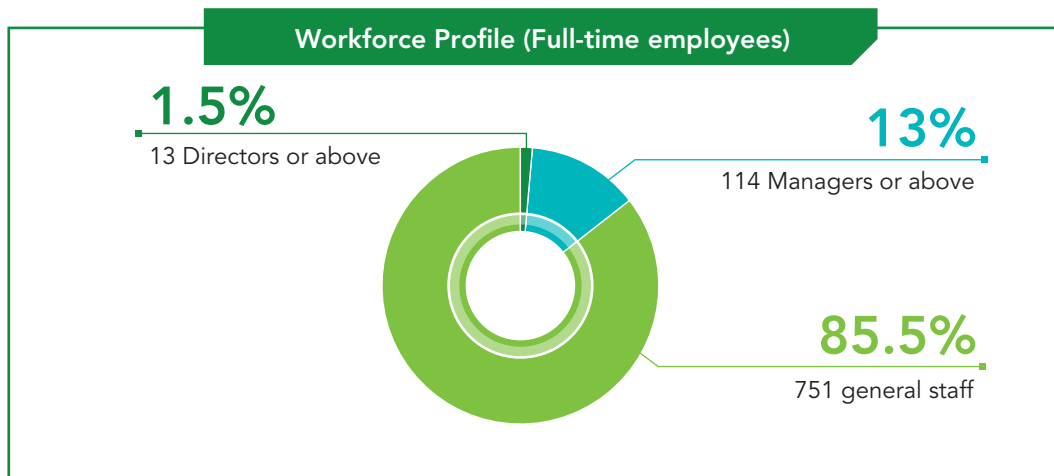
We are unwavering in our commitment to fostering an inclusive culture that embraces diversity and upholds equal opportunities for all. Our recruitment processes are designed to be free from bias, discrimination, child and forced labour.

To support this commitment, we have established policies on recruitment, employment, remuneration, and equal opportunities, as outlined in the Staff Handbook. These policies are regularly reviewed to ensure alignment with the Employment Ordinance (Cap 57) and other relevant laws in Hong Kong. Our remuneration framework, benchmarked against the market median to maintain fairness and competitiveness.

To cultivate an inclusive workplace, we conduct regular workshops, including Equal Opportunities training with case studies, to address workplace bullying, eliminate discrimination, and promote diversity.

A diverse and inclusive workforce is essential to our success. By leveraging our employees' unique perspectives, ideas, and backgrounds, we drive innovation, enhance collaboration, and build resilience. At the CIC, we are dedicated to creating an environment that respects and values everyone, empowering them to contribute meaningfully and achieve sustainable growth.

Key figures in employment as of December 2024



OUR SUSTAINABILITY JOURNEY

Sustaining a Happy and Healthy Working Environment

We consistently foster a supportive and healthy environment for our employees. Through continuous efforts, we strive to create a workplace that prioritises comfort, and open communication.

Comfortable Workplace

We care deeply about the comfort and safety of our employees. To ensure a healthy and secure work environment, we have implemented advanced systems across CIC premises, such as:

- Air purification systems and indoor air quality sensors maintain optimal air quality
- Smart Facilities Management System for real-time monitoring of the work environment, ensuring safety and comfort at all times

Open Communication

We believe effective communication is the cornerstone of a healthy workplace. To ensure genuine and transparent communication between the CIC and staff, we use various channels, such as Opinion Boxes, Emails, the Staff Intranet, Focus Group Meetings, and Town Halls.

This open dialogue builds connections, enhances employee engagement and sense of belonging, and cultivates a healthy workplace and corporate culture, thereby reducing conflict.

Employee Benefits

We align our staff benefits in compliance with the Employment Ordinance (Cap. 57) and align with market practices to support their well-being. Employees are entitled to various benefits including Mandatory Provident Fund, leave, medical coverage (including spouse and children), life insurance, personal accident insurance, dental allowance, education support and scholarship for staff's children, training subsidy, etc. These provisions reflect our commitment to supporting employees through different life stages.

By prioritising employee well-being, the CIC cultivates a resilient, engaged, thriving workforce ready to drive collective success.

Looking Ahead: Designing Future Sustainability

We remain committed to advancing sustainability by driving impactful initiatives across the industry and within our operations.

Through developing forward-looking initiatives, we are driving an industry-wide transformation while enhancing its operations and management. By prioritising safety, sustainability, innovation, and ethical practices, we shape a resilient, inclusive, and productive future for the construction industry.

Driving Industry • Influence Participants

Year of Professionalism

We have designated 2025 as the “Year of Professionalism”, aiming to create an ideal working environment and enhance industry recognition. This initiative focuses on advocating professionalism, improving public understanding of training and assessment standards, and showcasing the competence of construction personnel. It encompasses five key areas aligned with the CIC’s strategic development blueprint, including:

- 1 Enhancing Construction Safety
- 2 Cultivating Future Talents for the Construction Industry
- 3 Advancing Digitalisation, New Quality Productive Forces, and Efficiency in the Construction Industry
- 4 Promoting Sustainable Development
- 5 Improving Business Environment

Pioneering Innovation for the Future

The Construction Innovation Expo (CIExpo) and the CIC Centre for Future Construction (CFC) will be at the forefront of the CIC’s innovation agenda 2025.

Showcasing Global Innovation: CIExpo

The CIExpo will be a global platform for showcasing cutting-edge construction technologies. This flagship event will unite industry leaders worldwide to exchange ideas, foster collaboration, and inspire transformative solutions for the future of construction.

CFC: A Hub for Transformative Change

The CFC will drive innovation through advanced training programmes and the adoption of emerging technologies. By engaging local, Mainland, and international stakeholders, the CFC will act as a hub for transformative change, accelerating the industry’s progress and fostering collaboration across borders.

We will also continue to promote Modular Integrated Construction (MiC), the adoption of digitalisation and robotics innovation through knowledge and resource-sharing activities, courses, site visits, workshops, surveys, and events like the Construction Robot Competition and Exhibition.

OUR SUSTAINABILITY JOURNEY

Championing Safety First

Safety continues to be a top priority with initiatives like Life First Walk the Talk, the second phase of the Design for Safety Pilot Run Scheme, the CEO Safety Tour Programme, the CEO Safety Forum, Master Classes in Safety Leadership Culture, and the expansion of the 4SLS, which promote best safety practices and innovative safety technologies.

Building Ethics and Social Responsibility for a Better Business Environment

We will support the promotion and education for implementing Construction Industry Security of Payment Ordinance (Cap. 652) to improve the delay payment problem.

We will also uplift the Repair, Maintenance, Alteration and Addition (RMAA) sector through seminars, videos, and publishing technical reference materials and manuals to promote fair compensation, safety, professionalism, and higher standards.

Our Operations

Driving Environmental Stewardship uplift

The HKIC – Kowloon Bay Campus, is exploring the CLP Power Hong Kong Limited's Peak Demand Management Programme to assess opportunities for reducing energy consumption during peak periods.

The CIC-ZCP will enhance its adoption of clean energy and advance energy efficiency measures.

Harnessing AI for Smarter Operations

We will also integrate AI-powered CCTV systems to enhance safety and operational efficiency at our premises. These systems will provide real-time insights, including detecting anomalies, monitoring PPE compliance, and optimising parking management, demonstrating how technology can elevate workplace safety and efficiency.

Fostering Community Spirit

To strengthen stakeholders' engagement and foster a culture of care, we will continue to organise sports and volunteer activities to build community connections and encourage active involvement across the industry.