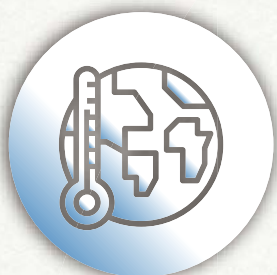
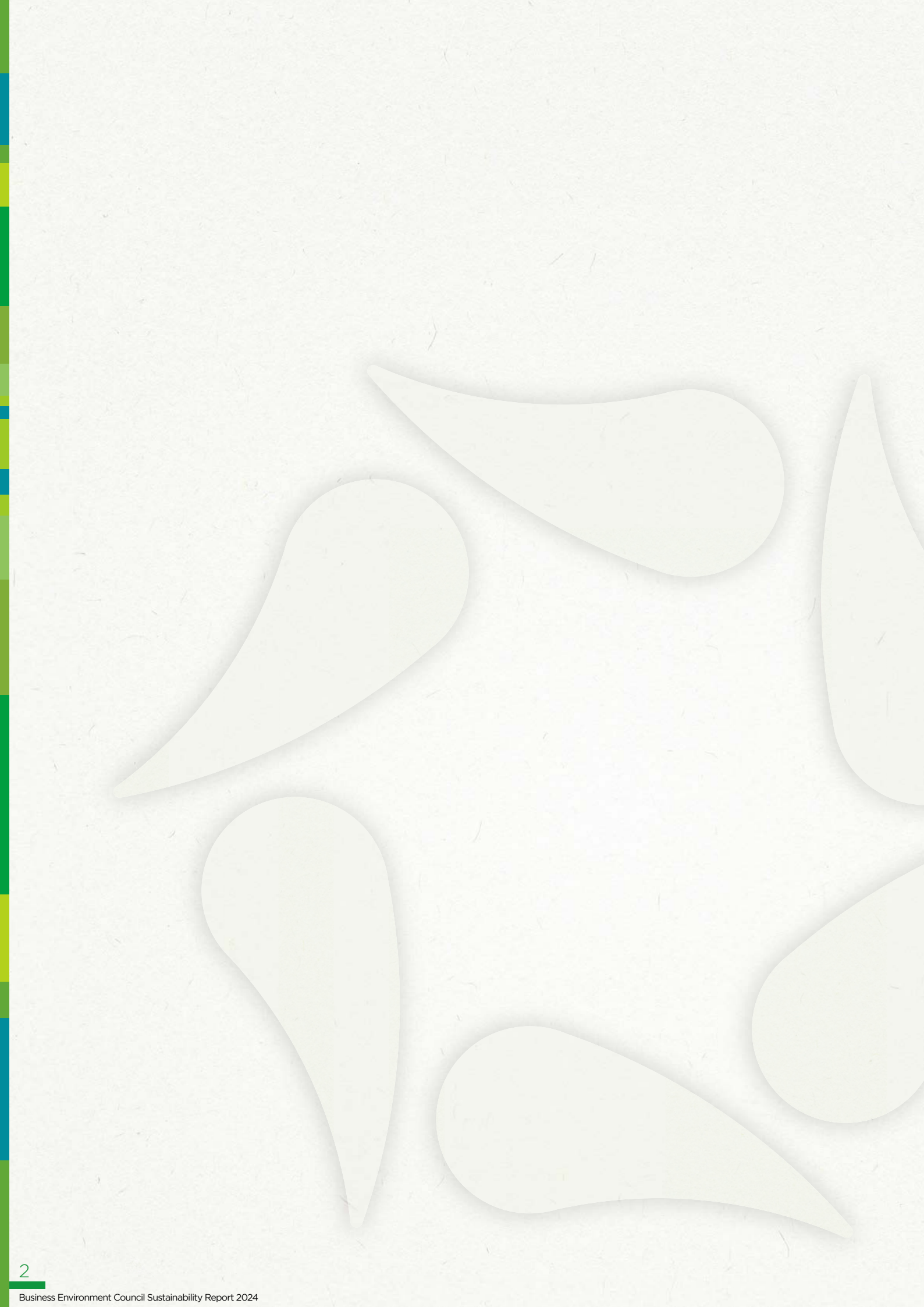




BUSINESS
ENVIRONMENT
COUNCIL
商界環保協會



2024 SUSTAINABILITY REPORT





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MESSAGE FROM CHAIRMAN

As Chairman of Business Environment Council (“BEC”), I am privileged to address you in this influential year as we navigate the challenges and opportunities in sustainability. With over thirty years dedicated to promoting environmental excellence, BEC continues to lead in galvanising collective actions and fostering cross-sector collaborations to achieve a low-carbon future in Hong Kong.

The past few years have been marked by significant shifts in our global landscape, particularly regarding climate change, resource scarcity, and social equity. The United Nations' recent reports indicate that we are nearing critical thresholds concerning global warming, highlighting the urgent need for rapid and coordinated action among all stakeholders. As Hong Kong faces these challenges, we are reminded of our responsibility to transition towards sustainable practices that protect our unique environment and enhance resilience within our communities.

In line with the global movement towards decarbonisation, Hong Kong has doubled down on its commitment to achieving carbon neutrality by 2050 and is making significant strides in its Climate Action Plan. This includes advancements in renewable energy initiatives, sustainable transportation, and increasing biodiversity preservation efforts. As we embrace these changes, BEC aims to catalyse business engagement by fostering cross-sector collaborations and promoting best practices that align with both local and international sustainability goals.

BEC is dedicated to working closely with government entities, our members, and international partners. We will continue to concentrate on our environmental focus areas, actively contributing to the development of policies and frameworks that support sustainable growth. Through our various programmes and initiatives, we envision creating a stronger, more resilient society through collective actions.

I invite you to connect with this report and engage with the collective efforts we are undertaking. Together, we can lead Hong Kong towards a sustainable, net-zero future that benefits all.



Kevin O'Brien
BEC Chairman

MESSAGE FROM CEO

As we unveil the BEC Sustainability Report 2024, I am proud to highlight our ongoing commitment to sustainability and the transformative journey we are undertaking together with our members and the broader community. The emerging challenges of climate change, resource depletion and biodiversity loss necessitate bold actions and collective efforts as we strive for a greener, more equitable, nature-positive, and net-zero future.

In recent years, we have observed a growing recognition of the importance of Environmental, Social, and Governance (“ESG”) factors, with an increasing number of investors and consumers placing a premium on corporate sustainability. This shift is not merely a trend but a vital evolution in how businesses are positioned to thrive in a rapidly changing environment. BEC embraces this evolution by facilitating cross-sector collaborations and providing a platform for knowledge exchange, practical projects, and advisory services that empower businesses to adopt cleaner technologies and practices for their transformation.

Our efforts have been bolstered by initiatives such as the highly-anticipated Net-Zero Carbon Charter, which aligns with Hong Kong’s ambitious carbon neutrality goal. We are actively engaging with industry leaders to facilitate collective actions and the adoption of innovative solutions in areas such as energy efficiency, waste reduction, resource circulation, and green finance.

Internally, BEC is committed to walking the talk by enhancing our own environmental performances. We are excited to implement further resource efficiency initiatives and explore advanced sustainability practices that reinforce our role as a leader in this critical area.

The dedication and passion of our staff are fundamental to our success. Through fostering a collaborative and inspiring work environment, we are cultivating a culture that prioritises sustainability and people’s well-being, and encourages our team to be champions of positive change.

The road ahead is filled with challenges and opportunities for innovation. I am invigorated by the potential we have to drive meaningful changes as we join hands with our members and partners through collective actions and cross-sector collaborations to navigate this essential journey towards sustainability.

Thank you for being part of this pivotal mission. Together, we can shape a sustainable future for Hong Kong and beyond.



Simon Ng
BEC CEO

■ WHO WE ARE

(GRI Standards 2-1, 2-22, 2-23)

Business Environment Council Limited (“BEC”) is an independent, non-profit membership organisation, established by the business sector in Hong Kong. BEC is also a tax-exempt charitable organisation under Section 88 of the Inland Revenue Ordinance (Cap 112).

Since its establishment in 1992, BEC has been at the forefront of promoting environmental excellence by advocating the uptake of clean technologies and practices which reduce waste, conserve resources, prevent pollution and improve corporate environmental and social responsibility. BEC offers sustainable solutions and professional services covering advisory, research, assessment, training and award programmes for government, business and the community, thus enabling environmental protection and contributing to the transition to a net-zero economy.



OUR VISION

To lead, enable and drive the business community to transform for a green, liveable and sustainable Hong Kong.

OUR MISSION

To galvanise business actions towards environmental excellence and net zero in Hong Kong by connecting the Government, businesses, and community through thought leadership, innovative solutions, policy advocacy, strategic partnership, advisory services, and environmental education.

OUR COMMITMENT

To identify practical means to address environmental concerns and focus business sentiment on matters related to protecting and sustaining the environment.

To harness the commitment of Hong Kong's business leaders to influence change, maximise the value of their efforts, and improve the overall environmental performance and competitiveness of Hong Kong.

To partner with government, business and community organisations to address environmental concerns, with the overall objective of improving performance and moving Hong Kong towards a more sustainable society.

■ WHAT WE DO

(GRI Standards 2-1, 2-22, 2-23)

OUR STRATEGY

BEC identified three environmental focus areas (“EFAs”), namely Climate Change, Circular Economy and Sustainable Living Environment. These EFAs serve as anchor points for BEC to drive business actions and maximise impact. BEC runs three Advisory Groups (one for each EFA), which act as platforms for idea dissemination and exchange.



**Climate
Change**



**Circular
Economy**



**Sustainable Living
Environment**

We also set our strategic priorities with measurable targets, supported by annual operating plans. Our three strategic priorities are:

- Drive Government and Business Ambition into Action on BEC EFAs
- Expand and Diversify BEC Membership Base
- Enhance and Promote BEC as the “Go-to” Organisation and Premier Partner in Hong Kong on Environmental Excellence and Corporate Sustainability

OUR DUAL ROLES

We set ourselves the mission of advocating and facilitating environmental excellence among our members and the broader community as thought leader, in areas such as green buildings, waste management, clean transport, decarbonisation, ESG, and other important aspects of creating a liveable and sustainable Hong Kong. We aim to serve as the bridge between the private sector and the Government in driving positive changes in business strategies and practices that support environmental sustainability. We stand ready to act as the voice of business on environmental and sustainability issues, and a platform for like-minded people, corporates and other stakeholders to co-create solutions towards the transition to a net-zero economy. To these ends, we take a co-ordinated, collaborative and holistic approach to initiate and accelerate change. BEC is committed to working with our members, the wider business community, policymakers, and other stakeholders for the collective good of society. This is how we enable sustainability.

At BEC, we promote environmental excellence and sustainability by walking the talk. We position our building as a “green lab” that showcases green features, clean technologies, and people-centric designs. We set up the Sustainability Steering Committee, chaired by the CEO and reporting to the Board, to oversee and manage BEC’s overall sustainability strategies and performance, and to drive further improvement. We uphold organisational values that embrace and emphasise ethical governance; quality management; diversity, equity, and inclusion; resource conservation; teamwork; and work-life balance. We foster a learning culture at BEC and make it our mission to nurture our staff to become future environmental and sustainability professionals. This is [How We Practise Sustainability](#).

SUSTAINABILITY PERFORMANCE AND APPROACHES

REPORTING PERIOD, SCOPE, AND STANDARDS

(GRI Standards 2-2, 2-3; HKEX ESG Guide Reporting Boundary)

Prepared with reference to the Global Reporting Initiative Standards 2021 Edition (“GRI Standards”), and the Appendix C2 ESG Reporting Guide (“ESG Guide”) published by the Hong Kong Exchanges and Clearing Limited (“HKEX”), this report covers our sustainability performance and approaches in the three areas of our strategic priorities – Drive Government and Business Ambition into Action on BEC EFAs, Expand and Diversify BEC Membership Base, and Enhance and Promote BEC as the “Go-to” Organisation and Premier Partner in Hong Kong on Environmental Excellence

and Corporate Sustainability, together with ESG topics that were identified via stakeholder engagement and materiality assessment as material. The boundary of this report comprises BEC’s contributions and impacts from our operations as well as the environmental footprint of the BEC Building located in Kowloon Tong, Hong Kong during the fiscal years from 1 October 2022 to 30 September 2024 (“reporting period”). Please refer to the content index for a list of relevant disclosures.

REPORTING PRINCIPLES

(HKEX ESG Guide Reporting Principles)

We have followed the Reporting Principles as recommended by GRI Standards and as set out in the ESG Guide to define the report content and to ensure the quality of information presented in this section, including:

Materiality	We conduct materiality assessment and stakeholder engagement to identify material topics which are significant to BEC.
Quantitative	We provide quantitative figures and updates on performance indicators.
Balance	We disclose positive and negative impacts of our performance and areas for further improvements.
Consistency	We maintain consistency in the use of reporting standards and methodologies with explanations provided where applicable.
Accuracy	We provide sufficient qualitative information and measurable quantitative data which are correct, detailed and verifiable.
Clarity	We provide accessible and understandable information without omitting necessary details.
Comparability	We ensure the use of consistent statistical methods and KPI presentations to enable meaningful comparisons of related data over time.
Completeness	We provide sufficient information and data to enable an assessment of BEC’s impact during the reporting period.
Sustainability Context	We report information about the impact of driving sustainability development in the wider community, including our goals and conditions.
Timeless	We publish our Sustainability Report every two years and indicate the reporting period in our report clearly.
Verifiability	The information and data listed within this report can be verified with the necessary documents.

CONTACT DETAILS

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sustainability performance is most welcome.*

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GOVERNANCE

(GRI Standards 2-9, 2-10, 2-11, 2-12, 2-13, 2-14, 2-15; HKEX ESG Guide Governance Structure)

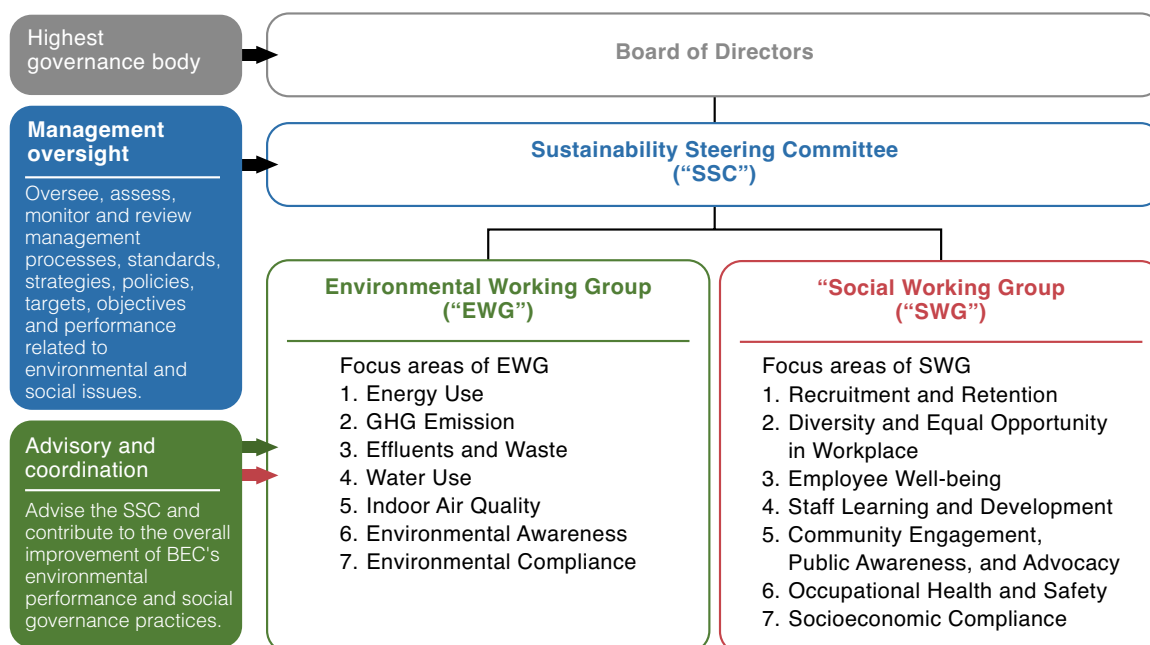
BEC is led by a Board of Directors (“Board”), which provides strategic direction to the organisation. The Board is supported by the Executive Committee (“EXCO”) and the Communications and Membership Committee (“CMC”). Daily operations are driven by our Senior Management Team (“SMT”) under the leadership of the Chief Executive Officer (“CEO”). The members of the Board are elected by our members, and our executive and professional team comprise full-time staff, who develop and implement appropriate policies, programmes and services to ensure that BEC’s vision, mission and commitment are met.

	FY 2022/23	FY 2023/24
Board Directors	20	19
EXCO Meetings	4	4
Board Meetings	4	4
CMC Meetings	4	4
Term	2 Years	2 Years

Sustainability Governance Framework

We have put in place a framework that governs the formulation and implementation of sustainability strategies, policies and measures in the organisation. The Sustainability Steering Committee (“SSC”) is chaired by the CEO and composed of members of the SMT to oversee, assess, monitor and review management processes, standards, strategies, policies, targets, objectives and performance related to environmental and social issues with a view to align and effectively manage BEC’s performance and drive continual improvement.

Reporting to the Board, the SSC is supported by the Environmental Working Group (“EWG”) and Social Working Group (“SWG”). The two working groups, made up of representatives from all BEC teams, advise the SSC and contribute to enhance our overall environmental performance and social governance practices.



STAKEHOLDER ENGAGEMENT

(GRI Standards 2-23, 2-29)

BEC engages with many stakeholder groups both internally and externally who have significant impacts on our business, or who experience significant impacts as a result of our operations and events hosted over the past fiscal years. We maintain open and accessible communication and engagement

channels with all these stakeholders to understand their different perspectives and concerns, helping us review and develop our sustainability goals that are to the best interest of all stakeholders. Major stakeholder groups of BEC and engagement channels are listed as follows:

Employees	Surveys and interviews, Trainings, Townhall meetings, Team-building activities, IEE courses, BEC e-newsletter, BEC social media
Members	Surveys, Conferences and visits, Seasonal cocktail, Annual dinner, IEE courses, BEC e-newsletter, BEC social media
Business Partners	Surveys and interviews, Joint projects, Community events, IEE courses, BEC e-newsletter, BEC social media
Government and Regulatory Bodies	Policy submissions, Advisory recommendations, Joint projects, Work committees, IEE courses, BEC e-newsletter, BEC social media
Clients	Surveys, Consultation, Community events, Trainings, Service review form, Joint projects, IEE courses, BEC e-newsletter, BEC social media
BEC Building Users	Surveys and interviews, Joint projects, Community events, Enquiry hotline, IEE courses, BEC e-newsletter, BEC social media
Community Groups or NGOs	Surveys, Community events, Consultation, Joint projects, IEE courses, BEC e-newsletter, BEC social media
Suppliers or Service Providers	Surveys and interviews, Supplier assessment, Joint projects, IEE courses, Community events, BEC e-newsletter, BEC social media
Media	Surveys, Annual media luncheon, Media events, BEC e-newsletters, BEC social media

MATERIALITY ASSESSMENT

(GRI Standards 2-23, 2-29, 3-2, 3-3)

A globally recognised three-step process of identification, prioritisation, and validation was implemented to identify which material topics are the most important to report on. The materiality matrix shown below presents the identified material topics, which have been reviewed and approved by BEC's SMT. In 2024, six topics were identified as high-priority material topics, whilst seven were regarded as material topics. Compared with the stakeholder engagement and materiality assessment conducted in 2022, two new material topics were identified: Health and Safety, and Support Members.





No	High-priority Material Topics
2	Quality Management
5	People Development and Knowledge Transfer
9	Green Performance
10	Influence on Public Policy
11	Public Awareness and Advocacy
12	Impact on Local Communities
No	Material Topics
1	Ethical Governance
3	Stakeholder Privacy and Data Retention
4	Feedback, Complaints and Action
6	Employment Practice and Staff Engagement
7	Diversity, Equity and Inclusion
8	Health and Safety
13	Support Members

SUPPORTING SDGs

BEC is committed to working with its members, the wider business community, the Hong Kong government, and others in Hong Kong society to realise a sustainable economy. In this way, we are enablers within the sustainability ecosystem, working with different partners to build capacity and encouraging the adoption of innovative practices and technologies through green collaboration, practical projects and advisories, using BEC as a green lab and “go-to” organisation, and nurturing leadership.

We participate in the shared global agenda for sustainable development as a member of the wider global community. As we harness and augment the positive impact of our members and other partners in Hong Kong, we make direct and indirect contributions to the United Nations Sustainable Development Goals (“SDGs”). As a multi-stakeholder platform focused on sharing and enhancing knowledge, we have identified two overarching SDGs to which BEC contributes the greatest value:

SDGs	Targets and Indications	Our Commitments
Goal 4 Quality Education 	<p>Target 4.7: By 2030, ensure that all learners acquire the knowledge and skills needed to promote sustainable development, including, among others, through education for sustainable development and sustainable lifestyles, human rights, gender equality, promotion of a culture of peace and non-violence, global citizenship and appreciation of cultural diversity and of culture’s contribution to sustainable development.</p>	<p>BEC aims to expand and enhance sustainability knowledge in Hong Kong to encourage innovation and improve environmental practices and performance.</p>
Goal 17 Partnerships for the Goals 	<p>Target 17.16: Enhance the global partnership for sustainable development, complemented by multi-stakeholder partnerships that mobilise and share knowledge, expertise, technology and financial resources, to support the achievement of sustainable development goals in all countries, in particular developing countries.</p> <p>Target 17.17: Encourage and promote effective public, public-private and civil society partnerships, building on the experience and resourcing strategies of partnerships.</p>	<p>BEC aims to be an “enabler” to encourage and promote effective public, public-private and civil society partnerships for sustainable development.</p>

■ HOW WE PRACTISE SUSTAINABILITY

At BEC, we are dedicated to integrating sustainable practices across all aspects of our business. We achieve sustainability by pursuing Ethical Governance, celebrating Quality Excellence, investing in Human Capital Development,

and constantly improving our Green Performance. We are confident that these measures will drive further progress along our sustainable journey.

ETHICAL GOVERNANCE

(GRI Standards 201, 205, 418; HKEX ESG Guide B5, B6, B7)

BEC demonstrates ethical governance to support our business operations through green washing avoidance and prevention, anti-corruption, protection of intellectual property rights,

cybersecurity, supply chain management, and ethical funding. By setting examples, we also encourage our members to follow BEC's practices.

Green Washing Avoidance and Prevention

BEC recognises that green washing can lead to a loss of credibility and trust amongst stakeholders, which would affect business operation and leading position within the industry. Prevention of green washing is crucial at BEC to hold accountability for our products and services claims. We help stakeholders make informed decisions and encourage the wider community to adopt sustainable practices.

To prevent green washing, we organise regular SMT meetings to discuss any potential violations and review our mechanism for tackling green washing. Moving forward, we will continue to refine our prevention mechanism and promote industry's best practices.

Anti-Corruption

BEC is committed to promoting a culture of integrity, fairness, honesty, and openness in our operations, and has a zero-tolerance attitude towards bribery and corruption. Our employees are required to be familiar with and follow the Hong Kong Prevention of Bribery Ordinance (Cap 201) and to adhere to high standards of code of conduct as laid out in the BEC Staff Manual. During the reporting period, BEC was not aware of any cases of material non-compliance with relevant laws and regulations relating to bribery, extortion, fraud, money laundering and other corrupt practices that have a significant impact on BEC. In addition, there were no concluded legal cases regarding corruption practices brought against BEC or our employees during the reporting period.

To encourage employees to report any suspected illegal activities such as bribery and fraud, BEC has implemented the Whistleblowing Policy. This policy establishes clear reporting

and investigative procedures, ensuring confidentiality for complaints to the fullest extent permitted by law. A designated investigating officer and disciplinary board oversee policy monitoring, operations review, and recommendations for action, with potential legal proceedings initiated when violations are confirmed.

BEC attaches great importance to its anti-corruption training and is committed to building a clean and transparent corporate culture. During the reporting period, we invited the officer from the Independent Commission Against Corruption to give a talk to all staff, reinforcing the knowledge of integrity management within our organisation. Additionally, a training session "Crisis Management and Business Continuity" was arranged for middle management staff to raise awareness and improve skills towards handling crisis.

Protection of Intellectual Property Rights

BEC endeavours to protect intellectual property rights. Intellectual properties and technical specifications of BEC and clients are protected and managed by designated staff.

Employees shall not copy or disclose any information, including but not limited to designs, techniques and business information, to third parties without BEC's consent.

Cybersecurity

BEC maintained robust cybersecurity management during the reporting period, highlighted by a significant enhancement to our security infrastructure through the implementation of a CEO-approved VPN policy. Several proactive measures were undertaken to prevent cyber threats, including regular reviews of existing protocols, the implementation of technical controls, and the establishment of a clear incident response plan. Additionally, we conducted regular audits of our email

system and collaborated with third-party cybersecurity professionals to stay informed about the latest threats and mitigation strategies. Quarterly cybersecurity awareness training is provided to all BEC staff with the focus on phishing, threats that BEC is facing, and data protection best practices. During the reporting period, no cybersecurity breaches were identified in relation to applicable laws and regulations.

Supply Chain Management

BEC has established the Purchase Requisition section in the Approval Policy to mitigate the environmental and social risks in the supply chain. We select suppliers through a standardised process, ensuring the selected suppliers meet our criteria for service capabilities, market reputation, and compliance with legal, environmental, and social standards. Priorities are given to potential suppliers who are ISO certified and actively promote environmentally friendly products and services according to our internal supply-related policies.

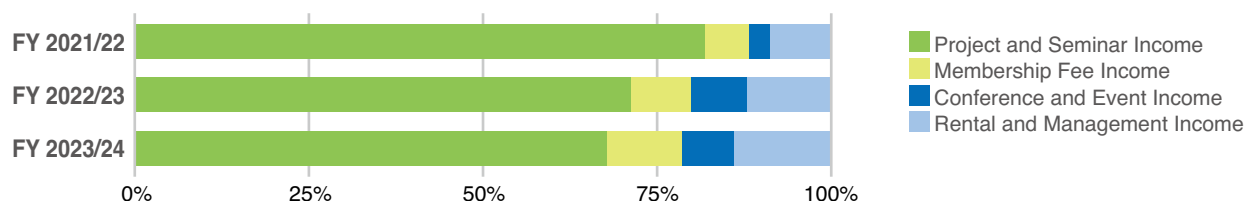
Suppliers are required to operate responsibly, adhering to all relevant regulations, international treaties, and contractual responsibilities. In avoidance of transfer of interest, or exploitation of suppliers, we closely monitor staff procurement activities and forbid any practices that are against business ethics. Any material violation of laws and regulations, or BEC's policies, may result in the termination of supplier contracts.

Ethical Funding

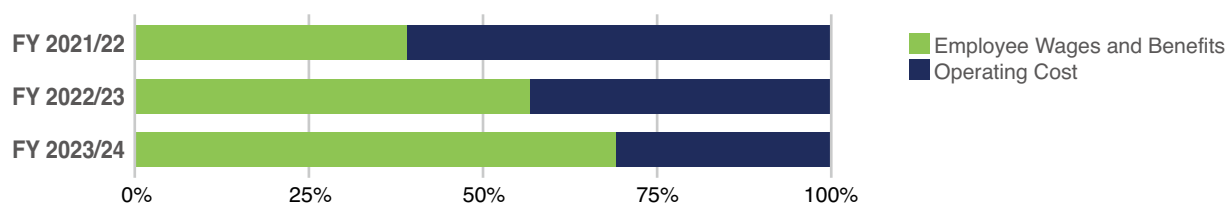
A diversification of ethical funding streams allows BEC to maintain its independence and impartiality by averting any undue influence. In accordance with the Hong Kong Companies Ordinance (Cap 622), BEC adheres to robust internal financial controls that enable us to monitor, record and track our monetary usages. BEC also prepares annual audit accounts and reviews, which are approved by the Board and submitted to the BEC Council Members.

For the purposes of continuity during challenging economic periods, we set aside an amount of unrestricted free liquid funds sufficient to cover at least four months of our operating costs. Sufficient funds have been set aside in our Building Reserve to meet the capital expenditure necessary for any major building maintenance project, whereas our Investment Policy ensures that a proper selection of investments in financial instruments is duly exercised for the reserves and surplus cash flows.

Income by Source



Expenses



QUALITY EXCELLENCE

(GRI Standards 418; HKEX ESG Guide B6)

At BEC, we pursue excellence of quality in all aspects ranging from client feedback and complaints to data privacy and retention.

Pursuing Excellence of Quality and Compliance

Since obtaining ISO 9001:2015 certification in 2014, BEC has maintained the Quality Management System (“QMS”) for its advisory projects and training services. In 2023, we enhanced our Quality Policy Statement to strengthen our commitment to client satisfaction, risk management, and

continuous improvement. Additionally, our QMS undergoes regular internal and external audits to maintain compliance and identify opportunities for enhancement, ensuring we consistently deliver high-quality professional services.

Feedback, Complaints, and Action Compliance

BEC prioritises ongoing client engagement to better understand their needs and concerns. Multiple stakeholder feedback channels have also been established to collect suggestions, enquiries, and complaints for further review and action. Clients can evaluate our performance and provide feedback through our standardised QMS evaluation form (F-13). We are pleased to report consistently high satisfaction ratings, achieving scores of 4.40 and 4.63 out of 5 in FY 2022/23 and FY 2023/24 respectively. Furthermore, we have set the target to achieve an average score of above 3.8 out of 5 for the project and training course feedback.

The QP-10 Client Complaint Handling Procedure, documented in our Quality Procedures, provides guidelines for addressing client complaints. All complaints from clients will be reported to the relevant Department Head(s) and copied to the Deputy Management Representative (“DMR”). Further investigation and responses will be conducted within seven working days by the designated staff. In addition, all valid complaints will be followed up by the DMR with corrective and preventive action. Management Review Meetings are held regularly to monitor and review the results and action taken of each complaint to eliminate the root cause of non-conformities and potential non-conformities to prevent recurrence or occurrence.

Data Privacy and Retention

BEC emphasises the importance of the confidentiality of personal data and the privacy of its clients and employees. According to our Staff Manual, all employees are required to comply with applicable legal requirements¹ relating to the handling of personal data, including its collection, holding, processing, disclosure, and use. Employees are expected to respect the privacy of others and maintain the confidentiality of information obtained during our operations. Disclosure of any information to unauthorised third parties is strictly prohibited; any breach of this confidentiality requirement will render the employee liable to summary dismissal and BEC reserves the right to take legal action against the employee as considered appropriate. During the reporting period, we were not aware of any breach cases related to data privacy or retention.

To mitigate risks associated with personal data, we have implemented access control measures to ensure the sensitive data is restricted based on staff roles and responsibilities during the reporting period. Only authorised personnel are granted access to relevant folders, with permission to view, edit or share files as needed, enforcing the principles of the least privilege. Regular training about data protection obligations is also provided. For example, the representative of the Office of the Privacy Commissioner for Personal Data was invited to give a talk to all BEC staff in 2023, enhancing the knowledge of handling personal data in an appropriate way.

¹ Including but not limited to the Personal Data (Privacy) Ordinance (Cap 486 of the Laws of Hong Kong)

HUMAN CAPITAL DEVELOPMENT

(GRI Standards 401, 403, 404, 405; HKEX ESG Guide B1, B2, B3, B4)



At the heart of BEC's environmental sustainability mission stands our talented workforce. Through progressive development programmes, and knowledge-sharing initiatives, we empower our diverse workforce to grow both professionally and personally. By fostering an inclusive

workplace where every voice matters, we enable our employees to work collectively as catalysts for positive environmental change whilst building a resilient and sustainable organisation.

Fiscal Year	FY 2023/24	FY 2022/23	FY 2021/22	FY 2020/21	FY 2019/20
Number of Staff Members	59	53	57	52	55
Gender Ratio (Male: Female)	1:2.28	1:1.79	1:1.85	1:1.36	1:1.39
Average Training Hours	20.64	22.23	18.26	23.80	24.60

Employment Practice and Staff Engagement

BEC complies with the relevant laws and regulations² relating to compensation, dismissal, recruitment, promotion, working hours, rest periods, equal opportunity, diversity, anti-discrimination and other benefits and welfare. Regular performance and career development reviews have been conducted for all eligible staff in the past two fiscal years. There were no reported breaches regarding labour practice, child or forced labour, and no significant risks were found in BEC during the reporting period.

To build a sense of belonging and create a positive, engaging workplace culture, we launched the “BEC Staff Club” (“Club”) in 2023. With strong support from our SMT, the Club has organised various activities including wellness programmes, volunteering, and visiting tours. Initiatives, such as our “Book Exchange Corner”, have created a more enriching workplace environment, while sustainability efforts

such as Earth Day celebrations demonstrate our commitment to minimising our environmental impact. Through these programmes, the Club fosters a vibrant and inclusive atmosphere that enhances teamwork, promotes well-being, and strengthens community engagement.

In addition, we organised several staff gathering events during the reporting period, including the annual Staff Christmas Party and Chinese New Year celebrations, where staff enjoyed gatherings with catering, games and a lucky draw. Also, various team building programmes were offered, such as an adventure programme at Ocean Park, karting and indoor games, a Scavenger Hunt in Tsim Sha Tsui, and a tour of Mangrove Boardwalk adventure in Mai Po to promote communication and collaboration among staff.



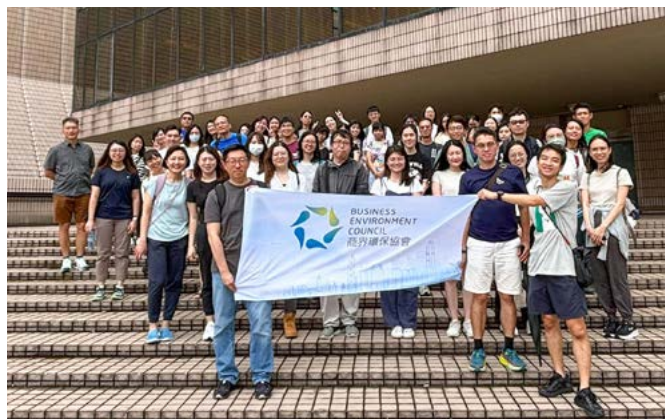
Annual Christmas Party



Annual Chinese New Year Celebration



² Including but not limited to the Employment Ordinance (Cap 57 of the Laws of Hong Kong)



Team Building Events

BEC endeavours to be a responsible employer that meets the expectations of its employees, its members and the wider community. We offer a secure work environment that prioritises occupational health and safety, and medical insurance has been provided to all eligible BEC staff. We also

define an ethical employment lifecycle and have established robust procedures to ensure effective and equitable execution, with integrity and transparency. Disciplinary warrants will be taken if there are any breaches of our ethical practices documented in the BEC Staff Manual.

“Press to Shock – Save a Life” CPR and AED Training Course

A total of 27 colleagues participated in the “Press to Shock – Save a Life” CPR and AED Training Course, offered by the Fire Services Department during the reporting period. The course provided our staff with comprehensive instruction on administering CPR and using AED machines, equipping them with essential first-aid skills for emergency situations. Additionally, BEC has installed an AED machine in our building to enhance workplace safety and ensure swift response in the event of a medical emergency.



To foster a friendly, open, and comfortable workplace for all of our staff, BEC regularly organises health and wellness webinars and in-person activities to promote staff well-being and boost motivation. A series of staff wellness sessions were organised during the reporting period, offering a variety of

activities designed to enhance physical relaxation and relieve stress. Highlights included Yoga classes, Tai Chi, onsite massage sessions as well as creative workshops such as Art-Jamming workshop, health cooking workshop and air-dry clay class.



Diversity, Equity, and Inclusion

Diversity, equity, and inclusion (“DEI”) are integral to our ethical practices. Our commitment to promote DEI in the workplace has been documented and communicated to our employees through our Staff Manual. We uphold fair employment practices based on the merits, experiences, and qualifications of an individual, regardless of their gender,

age, nationality, religion, sexual orientation, or disability. Our support for working mothers in balancing their professional and family responsibilities is demonstrated through the provision of breastfeeding and milk storage facilities, aligning with the UNICEF Say Yes to Breastfeeding pledge.

People Development and Knowledge Transfer

We offer subsidies for external training and regularly conduct internal training to ensure our employees remain competitive in an ever-changing business environment. Mandatory induction training is also offered to newly joined employees. Additionally, a wide range of in-house training covering various topics is available for employees to enhance their professional skills. Also, we actively encourage employees

to attend courses offered by the Institute of Environmental Education (“IEE”), BEC’s education arm, to further expand their knowledge and expertise. Knowledge transfer is a proverbial passing of the torch. BEC is committed to ensuring knowledge exchange and sharing within the organisation to accelerate succession planning and ensure business continuity.

Pledges, Awards and Accolades

It has been a fruitful period for BEC during the reporting period. As a result of our persistence and commitment towards being a sustainable and caring employer, we have been recognised by various organisations and received several accolades.



Caring Company
2024-2025



Good MPF Employer
2023-2024 plus
e-Contribution Award



Partner Employer Award
2024



Say Yes to Breastfeeding
2024-2025

Aligning Staff Initiatives with BEC EFAs

As an organisation committed to promoting environmental excellence in Hong Kong, BEC organised a series of programmes and activities that are aligned with our EFAs and the government's climate policy agendas.

BIZ-GREEN Dress Day 2024



In support of “Hong Kong Green Building Week 2024” organised by Construction Industry Council and Hong Kong Green Building Council, we engaged our staff to wear light attire to reduce office air conditioning usage and save energy, highlighting BEC’s commitment to promoting carbon neutrality by 2050.



Climate Change



Sustainable Living Environment

Get Redress Month 2024 and Glass Container Recycling Charter

BEC participated in the “Get Redress Month 2024” which was organised by Redress, an environmental charity with a mission to reduce clothing’s negative environmental impact by shifting to circular solutions. We set up collection boxes in the BEC building and encouraged our staff to join this campaign, helping promote awareness about the circular economy. In addition, BEC became the partner of the “Glass Container Recycling Charter” launched by the Environmental Protection Department, committing to raise public awareness on glass container recycling and drive behavioural change.



Circular Economy



Sustainable Living Environment



GREEN PERFORMANCE

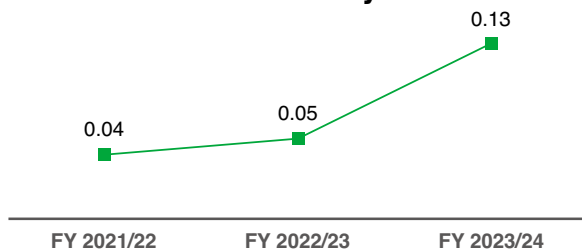
(GRI Standards 302, 303, 305, 306; HKEX ESG Guide A1, A2, A3, A4)

Committed to achieving excellent green performance within our offices, BEC always puts emphasis on proper management and behavioural change. Compliant with ISO 14001 since 2017, we have followed the environmental management system (“EMS”) which are regularly audited to ensure compliance and identify areas for improvements as appropriate. We also ensure environmental considerations are incorporated into our procurement process through a green procurement checklist developed under ISO 14001 for purchasing paper and electrical appliances. All vendors are required to fill out our questionnaire with an environmental guidance note to demonstrate their willingness to comply with our environmental requirements.

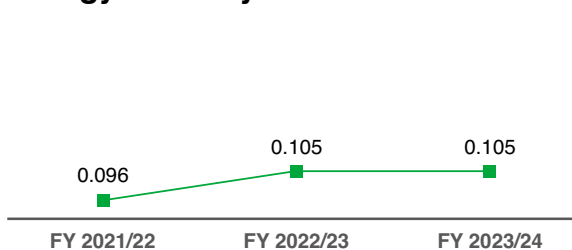
In addition, BEC defines clear environmental objectives and targets with regular review and update. Our latest environmental targets updated in FY 2023/24 were:

- To reduce carbon emission by 10% in 2025/2026
- To conduct supplier/ contractor environmental evaluation in 2023/2024
- To increase total recycling rate (paper, plastics and cans) by 5% in 2023/2024
- To reduce total trash amount by 5% in 2023/2024

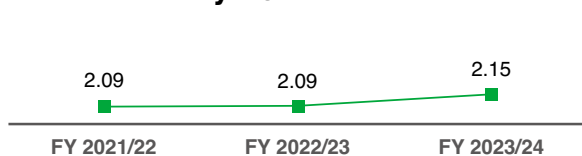
GHG Emissions Intensity (tCO₂e/ m²)³



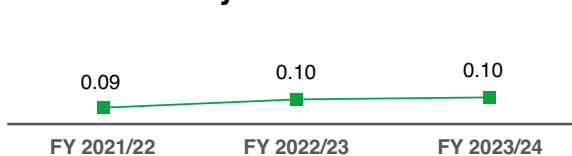
Energy Intensity (MWh/ m²)⁴



Waste Intensity (kg/ m²)



Water Intensity (m³/ m²)⁵



³ Due to BEC's business nature, we do not have any direct GHG emissions (scope 1), our energy indirect GHG emissions (scope 2) cover purchased electricity, and other indirect GHG emissions (scope 3) cover water consumption and non-hazardous waste; BEC total Gross Floor Area ("GFA") is 3,996.879 m². This data has been used for the calculation of intensity data. The GHG Intensity, the energy intensity, the waste intensity and the water intensity of FY 2021/22 and FY 2022/23 were updated due to the update of GFA

⁴ Due to BEC's business nature, we do not have any direct energy consumption, and its indirect energy consumption covers purchased electricity

⁵ The amount of freshwater consumed by BEC is equal to the amount entering the sewage system as the ratio between BEC's water consumption and wastewater generation equals to 1:1; BEC does not have any issues in sourcing water that is fit for its purpose due to our operation's geographical location

Despite maintaining consistent energy consumption intensity, BEC's Greenhouse Gas ("GHG") emissions intensity significantly increased in FY 2022/23 and FY 2023/24. This was due to the addition of refrigerant needed to repair and maintain the normal operation of a faulty chiller in the BEC Building. Waste generation intensity also gradually rose over the years due to the comprehensive resumption of BEC's

onsite operations. Water consumption intensity stabilised in the last two fiscal years. Overall, these trends reflect the challenges faced during the recovery from the COVID-19 pandemic, as business operations returned to normal. BEC will continue to monitor and make efforts to improve our performance continuously.

BEC Ten Green Initiatives

To establish a culture of environmental consciousness and resource circularity, BEC provides regular tips and reminders to our employees to help reduce the environmental impact of

our operations. BEC ten green initiatives were introduced to accelerate behavioural change of our employees.



Stair day every Monday and Friday (except for people with injuries or disabilities).



Switching off monitors when leaving for more than ten minutes.



Switching off lights in zoned areas when leaving the room for more than ten minutes.



Switching off lights in a zone for the last one to leave.



Setting the air conditioner above 25 degree Celsius.



Not producing any food waste and drinking all the water in your mug.



Refusing disposable tableware when buying take-out lunch from restaurants.



Washing disposable plastic lunch boxes and disposing of them in the recycling bin.



Reusing paper that is printed on only one side.



Donating clothing and other goods to reliable charities.

■ HOW WE ENABLE SUSTAINABILITY

DRIVE GOVERNMENT AND BUSINESS AMBITION INTO ACTION ON BEC EFAs

(GRI Standards 2-23, 2-24; HKEX ESG Guide B8)

As an independent and charitable membership organisation in Hong Kong, BEC has dedicated over three decades to fostering sustainable solutions. We provide a comprehensive suite of professional services, including advisory, research, assessment, training, and award programmes, which are designed to support the Government, businesses, and the community in enhancing environmental protection and advancing towards a net-zero economy. Our initiatives are

meticulously aligned with the latest climate agendas and government policies, ensuring that we effectively voice out the business sector's perspectives through various platforms such as consultations, research reports, and policy dialogues. These efforts are fortified by insights from our Advisory Group and steered by the Policy and Research team of BEC, aiming to drive government and business ambition into action on BEC EFAs.

Fiscal Year	FY 2023/24	FY 2022/23	FY 2021/22
Total Number of Environmental Projects	98	129	116
Policy Submissions	8	3	4
Total Hours of Policy Dialogues	1.5	1.5	3
Total Number of Thought Leadership Articles	22	19	7
EnviroSeries Conferences	2	2	2
Industry Visits	9	9	4
Total Number of Organised/ Co-organised Events (Excluding Industry Visits)	36	39	27

BEC Advisory Groups












Focused on driving substantial impact in Hong Kong, BEC prioritises three critical EFAs: Climate Change, Circular Economy, and Sustainable Living Environment. Each area is supported by a dedicated Advisory Group (“AG”) composed of representatives from our member organisations. These AGs not only provide a platform for deeper engagement

but also play a crucial role in identifying and propelling key EFAs forward. By collaborating closely with BEC and our members, our AGs develop impactful projects and contribute to policy recommendations. The impact of our AGs on influencing public policy will be further elaborated in the subsequent sections.

Influencing Public Policy

BEC is committed to actively engaging with the Government and elevating the business sector's voice in Hong Kong. We articulate clear, strategic positions on urgent environmental issues, aiming to influence public policy and promote a progressive policy agenda focused on environmental excellence and sustainability. A total of three policy

submissions in FY 2022/23 and eight policy submissions in FY 2023/24, underscores our dedication to translate the ambition of the government and business sectors into tangible, impactful actions, particularly in our prioritised EFAs, thus driving substantial environmental excellence transformation in Hong Kong.

No. Policy Submissions		BEC EFAs		
1	Submission on the Chief Executive's 2024 Policy Address	 Climate Change	 Circular Economy	 Sustainable Living Environment
2	Statement of Support to Bills Committee on Shipping Legislation (Use of Fuels and Miscellaneous Amendments) Bill 2024	 Sustainable Living Environment		
3	Response Statement to Deferral of Municipal Solid Waste Charging Scheme	 Circular Economy		
4	Submission on the Public Consultation for the 2024-2025 Budget	 Climate Change	 Circular Economy	 Sustainable Living Environment
5	Response to Proposed Amendments to the Buildings Energy Efficiency Ordinance (Cap 610)	 Sustainable Living Environment		
6	Statement of Support to the Policy Initiatives of the Environment and Ecology Bureau under the Chief Executive's 2023 Policy Address	 Climate Change	 Circular Economy	 Sustainable Living Environment
7	Submission on Air Quality Objectives Review 2030	 Sustainable Living Environment		
8	Statement of Support to the Product Eco-responsibility (Amendment) Bill 2023 for Regulating Disposable Plastic Tableware and Other Plastic Products	 Circular Economy		
9	Submission on the Chief Executive's 2023 Policy Address	 Climate Change	 Circular Economy	 Sustainable Living Environment
10	Submission on the Consultation Paper on Enhancement of Climate-related Disclosures under the Environmental, Social and Governance Framework	 Climate Change		
11	Submission on the Public Consultation for the 2023-2024 Budget	 Climate Change	 Circular Economy	 Sustainable Living Environment

Driving Business Action

BEC provides opportunities for the business community to learn, share, and lead responsible business practices. Through our activities, we help prepare Hong Kong companies to address business risks and embrace opportunities that arise from environmental challenges.



BEC’s objective on climate change is to promote and support climate action, enhance corporate governance for climate resilience, and mobilise members and the wider business community to contribute collectively to Hong Kong’s transition to a net-zero economy. Such an objective has been led and steered by the Climate Change Business Forum (“CCBF”) AG since 2008. Major topic areas related to climate change include climate change governance and communication, embodied carbon, carbon credit and offsetting, and government engagement.


BEC Net-Zero Carbon Charter



BUSINESS
ENVIRONMENT
COUNCIL
商界環保協會



BEC NET-ZERO
CARBON CHARTER
零碳約章

1. BEC Recommendations	<p>To foster collaboration with businesses in prioritised areas for implementing the Climate Action Plan 2050 (“CAP2050”), BEC has previously urged the Government to enhance cooperation among countries and corporations in the pursuit of net-zero emissions. Strengthening this collaboration is essential for effectively addressing key areas, which include (1) transition planning, (2) climate adaptation and resilience, and (3) climate-related disclosures. A focus on these critical aspects will ensure alignment of the business community’s efforts with the goals set forth in CAP2050.</p>
2. Government Action	<p>In the 2024 Policy Address, the Government announced its commitment to enhancing climate resilience against extreme weather by providing flood risk information through a flood risk assessment system and utilising machine learning for landslide predictions. Additionally, the Government has advanced policies to support comprehensive disclosures and expand the Hong Kong Taxonomy, marking a significant step towards a robust sustainable finance framework. The launch of a one-stop thematic webpage under the “SME Link” portal to assist SMEs in their decarbonisation efforts aligns with BEC’s call for increased resources for non-listed companies.</p>
3. BEC Initiative	<p>As of September 2024, the BEC Net-zero Carbon Charter has garnered 82 signatories, comprising 20 Science-aligned Signatories and 62 Action Signatories, reflecting its growing influence.</p> <p>This momentum is reflected in the BEC Net-zero Carbon Charter Progress Report 2023, published in June 2024, which details the decarbonisation efforts undertaken by BEC and its signatories. The report comprehensively addresses corporate decarbonisation topics, including climate-related disclosures, the risks and opportunities faced by businesses, and the ambitious greenhouse gas reduction targets set by the signatories. By leveraging the collective experiences and data of signatories, the report aims to foster a more informed and effective approach to climate action, highlighting the essential role of the business sector in the global push for sustainability.</p> <p>To sustain this momentum, BEC will continue to organise events that facilitate capacity building and knowledge exchange among signatories and businesses. These events will provide a platform for participants to set, operationalise, and achieve their emissions reduction targets, with signatories invited to share their insights and experiences during these collaborative activities.</p> 

Power Up Coalition



1. Government Action	In September 2020, the Development Bureau announced that all public work contracts tendered after February 2021 should apply for temporary electricity and water supply during the detailed design phase to ensure completion of connections before construction starts, which would reduce the use of diesel generators and could facilitate the use of other electric plants, equipment, and vehicles (DEVB TC(W) No.13/2020).
2. BEC Initiative	<p>To support Hong Kong's goal of carbon neutrality by 2050, BEC launched the Power Up Coalition ("PUC"), a platform promoting the electrification of construction sites. Through focused engagements, PUC bridges the gap between policy intent and on-the-ground implementation by connecting demand with supply and showcasing success stories. This helps the construction sector advance decarbonisation, improve air quality, enhance worker health, and lower its carbon footprint.</p> <p>PUC brings together stakeholders across the construction value chain (including developers, contractors, power utilities, equipment suppliers, and government representatives) to:</p> <ul style="list-style-type: none"> • Accelerate the transition from diesel-powered to electric-powered construction equipment and site operations. • Facilitate knowledge exchange through case sharing, technical discussions, and cross-sector collaboration. • Showcase emerging technologies and practical applications that enable zero-emission construction. • Identify and address barriers to electrification, including regulatory gaps, infrastructure needs, and market readiness.

Carbon Disclosure Programme with HSBC

1. BEC Recommendations	BEC has consistently advocated progressive climate disclosure, emphasising the importance of enhanced transparency and responsibility in corporate climate reporting. These recommendations can be traced through earlier policy submissions, which underscore the need for a more systematic approach to climate-related disclosures and alignment with global standards.
2. Government Action	In response to the evolving regulatory landscape, government authorities have stepped up their efforts to integrate climate considerations into corporate governance. Regulations concerning transparency and sustainability reporting have become more stringent. Notably, the Securities and Futures Commission ("SFC") and the HKEX have commenced evaluations of a climate-first approach since 2022. Additionally, HKEX finalised new climate change disclosure requirements in April 2024, mandating listed companies to disclose climate-related information.
3. BEC Initiative	<p>In response to these developments, BEC launched the Carbon Disclosure Programme ("the Programme") in 2022 to help companies in Hong Kong better understand their carbon emissions and disclose climate-related information.</p> <p>During the 2024 disclosure cycle, the Programme attracted interest from 132 companies, achieving approximately 50% response rate. This significant level of engagement indicates a strong desire among businesses in Hong Kong to enhance their understanding of carbon emissions and improve their climate disclosure practices. Importantly, 30% of the participating companies were SMEs, demonstrating the Programme's broad appeal across different business sizes. By involving SMEs, which often face unique climate challenges and limited resources, the Programme fosters inclusivity and encourages a diverse range of businesses to participate in climate action, ultimately contributing to a collective effort towards sustainability and transparency in the Hong Kong business landscape.</p>

Hong Kong International Airport Carbon Capacity Building Programme (“HKIA CCBP”)

1. BEC Recommendations For most corporates, the majority of their emissions come from Scope 3 emissions of their value chain. Corporates’ net-zero transition roadmaps must include transparent plans to drastically reduce their Scope 3 emissions.

2. BEC Initiative To align with the Intergovernmental Panel on Climate Change (“IPCC”)’s recommendation of limiting global warming to 1.5°C, the Hong Kong Special Administrative Region (“HKSAR”)’s 2050 carbon neutrality target, and Airports Council International (“ACI”) World’s long-term goal of achieving net-zero emissions in the airport industry by 2050, Hong Kong International Airport (“HKIA”) launched the HKIA 2050 Net Zero Carbon Pledge in November 2021 with the aim of significantly reducing GHG emissions.

To support HKIA and its pledged business partners in enhancing their carbon management strategies, BEC was commissioned by Airport Authority Hong Kong (“AAHK”) to conduct the [HKIA Carbon Capacity Building Programme](#), which was launched in March 2022. This initiative aims to equip the airport community with the necessary skills and awareness to advance decarbonisation efforts. As of August 2024, BEC has successfully delivered 12 tailored capacity-building events, facilitating knowledge-sharing and developing bespoke carbon management tools essential for progress in carbon reduction.




**Circular
Economy**




As a pioneer in popularising circular economy in Hong Kong, BEC always promotes best practices in the circular economy and resource management amongst members and the wider business community in Hong Kong. Such objective is led and steered by the Circular Economy Advisory Group, and major topic areas related to circular economy include sustainable packaging, repair and reuse, zero waste design, waste management, and resource recovery.

Business Impact Assessment on a New Producer Responsibility Scheme on Retired Batteries from Electric Vehicles

1. BEC Recommendations BEC fully supports the Producer Responsibility Scheme (“PRS”) as a critical tool for waste reduction and recycling in Hong Kong. In previous submissions, BEC has advocated for eco-modulation within the PRS, encouraging producers to design environmentally friendly, durable, and recyclable products by offering financial incentives. BEC also supports the expansion of the PRS coverage to include more end-of-life products, such as EV batteries, textiles, and packaging. In addition, it was also suggested that environmental campaigns that inform the importance and message of PRS should be rolled out to the public and relevant business sectors.

2. Government Action	<p>In 2021, the Hong Kong SAR government released the “Waste Blueprint for Hong Kong 2035”, outlining six major areas of action, including waste reduction, waste separation, and resources circulation. Among these, the implementation of the PRS for glass beverage containers and plastic beverage containers was identified as one of the key tasks under the major areas of action.</p> <p>The Chief Executive’s 2023 Policy Address announced that the government will introduce a bill to establish a common legal framework for PRS applicable to various products and formulate the relevant subsidiary legislation. The government aims to expand the scope of PRS, including additional products such as plastic beverage containers, beverage cartons, electric vehicle batteries, vehicle tires, and lead-acid batteries. As of the end of 2024, plastic shopping bags, glass beverage containers, and waste electrical and electronic equipment were included under the PRS, and the government is looking forward to covering more products as mentioned above.</p>
3. BEC Initiative	<p>BEC was commissioned by the Environmental Protection Department (“EPD”) to conduct the study to formulate a regulatory framework for the PRS on Retired Electric Vehicle Batteries suitable for Hong Kong.</p> <p>The study seeks to assess the business environment, identify key stakeholders, collect views and concerns (including data for the Business Impact Assessment), analyse responses to evaluate potential business impacts, particularly regarding compliance costs and challenges, and recommend a revised regulatory framework with remedial and mitigation measures.</p> 

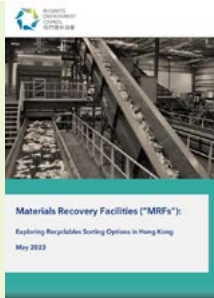
Development of Practical Guides on Packaging Reduction and Management

1. BEC Recommendations	<p>In previous submissions, BEC has expressed its appreciation for the preparation of the Regulation of Disposable Plastic Tableware and called for detailed implementation guidelines, additional funding for research, and support for viable alternatives. It was also highlighted that the insufficient support for reusable tableware compared to cities like Tokyo and Seoul, suggesting that the Government actively promote such schemes, starting with public facilities. Furthermore, BEC has urged Hong Kong to draw on international practices, such as the United Kingdom’s packaging regulations and Singapore’s sustainable packaging framework, to regulate and advance sustainable packaging initiatives.</p>
2. Government Action	<p>The Product Eco-responsibility (Amendment) Bill 2023, aimed at regulating disposable plastic tableware and other plastic products, was passed in October 2023 and came into effect in April 2024. Under the amendment, the local sale of nine types of disposable plastic tableware, commonly used as packaging in the food and beverage sector, and the provision of such products by catering premises will be prohibited, with implementation rolled out in two phases. The amendment also regulates the manufacturing, sale, and distribution of various disposable plastic products. To ensure smooth implementation, the Green Tableware Platform was established by the government to provide the trade with information on alternatives that meet the requirements of the regulation.</p>
3. BEC Initiative	<p>EPD engaged BEC to develop Practical Guides on Packaging Reduction and Management covering key packaging-consuming industries, such as the food manufacturing sector, the hotel and hospitality sector, and the logistics sector. The guides offer practical tips and share experiences on avoiding and reducing packaging consumption, enabling sustainable packaging management in daily operations. Additionally, these guides provide guidance and references for businesses to prepare packaging reports and disclose packaging data in a harmonised structure, helping them identify opportunities for improvement beyond their current practices.</p> 

Repair and Reuse (“R&R”): Exploring the Feasibility of R&R Business Model in Hong Kong

1. BEC Recommendations	It is important for Hong Kong to adopt a circular economy approach to maximise product life cycles and minimise waste. However, most of the current government support goes into end-of-life treatment and recycling. The Government should consider developing a dedicated funding scheme beyond the Recycling Fund and Green Tech Fund, which could provide incentives on circular economy activities like green procurement, product eco-design, repair, reuse and repurposing across various industries. For instance, the Victoria State of Australia renamed its Recycling Victoria Councils Fund to Circular Economy Councils Fund in 2022 to include more diverse projects that can receive governmental support.
2. BEC Initiative	<p>R&R should be an integral part of the circular economy, as it prolongs the lifespan of products, keeps them in use for a longer period of time, and reduces the need for raw materials used to make replacement products. However, promoting the concept of repair and reuse in Hong Kong comes with its own set of challenges.</p> <p>This research aims to raise awareness of the benefits of R&R for businesses and the wider community and to provide recommendations to businesses that will assist them in incorporating R&R elements into their business models by: (1) overviewing R&R regulations in foreign countries such as in the European Union, the United Kingdom and the United States; (2) identifying and summarising the current business model in the retail industry in Hong Kong and cases from overseas (such as those jurisdictions mentioned above) that adopt R&R in their business model; (3) exploring the performance and feasibility of R&R business model including Product-as-a-Service (“PaaS”) and opportunities and challenges of promoting R&R business model in Hong Kong.</p> 

Materials Recovery Facilities (“MRFs”): Exploring Recyclables Sorting Options in Hong Kong

1. BEC Recommendations	The gradual increase in volume of recyclables collected points to an urgent need for a better recovery system and increasing local recycling capacity at infrastructure level. Currently, waste separation practices in Hong Kong are largely based on manual sorting. While the Government is piloting a sorting facility in the I-PARK1 construction process, it should further consider the suitability of developing appropriate MRF system in Hong Kong (e.g. in future integrated waste management facilities and new development areas) that complements to its recyclable collection policy. MRF technology is well-developed and has been successfully implemented in European cities with benefits including less space for waste stream separation in residential and commercial buildings and ensuring high-quality feedstock for recycling facilities. The phased-out landfills can be repurposed to create MRFs, which would facilitate the recovery of valuable recyclable materials and promote the growth of the recycling industry in Hong Kong and the Greater Bay Area (“GBA”).
2. BEC Initiative	<p>This research aims to explore the feasibility of using MRFs for downstream recyclables separation, by (1) identifying and summarising current waste separation practices and challenges in Hong Kong; (2) comparing the recycling performance and effectiveness of different recycling systems adopted overseas, in particular on multi-stream collection; and (3) recommendations for developing MRFs in Hong Kong. It is expected that this research can provide insights for local stakeholders, as well as other highly dense metropolitan areas with high waste disposal levels.</p> 



Sustainable Living Environment



BEC strives to promote the importance of sustainable living environment amongst BEC members and the wider business community in Hong Kong, and such objective is steered by the Sustainable Living Environment Advisory Group. Major topics include energy efficiency, green buildings, renewable energy, sustainable transport, smart and liveable cities, as well as air quality.



Hong Kong Sustainable Aviation Fuel Coalition

1. BEC Recommendations Sustainable aviation fuel (“SAF”) is crucial for aviation decarbonisation in the foreseeable future. To maintain its leading position as an international aviation hub, Hong Kong should scale up the use of SAF. Challenges remain on bridging the price premium (two to five times) between SAF and conventional jet fuel. In the case of Hong Kong where supply infrastructure is not present, it is suggested that more actions should be focused on first driving demand.


2. Government Action SAF was first mentioned in the Chief Executive’s 2023 Policy Address, demonstrating its clear intention to develop SAF in the coming years to maintain its aviation industry competitiveness internationally. The Government further revealed in the 2024-25 Budget Speech that AAHK has been working with relevant government departments to simplify approval procedures for the transportation and storage of SAF. AAHK has begun a consultancy study on SAF development trends worldwide.

3. BEC Initiative [Hong Kong Sustainable Aviation Fuel Coalition \(“HKSAFC”\)](#) was officially launched in January 2024. Co-initiated with Cathay Pacific Airways, the Coalition aims to strengthen the position of Hong Kong as leading aviation hub and sustainable finance centre, and to accelerate the deployment of credible SAF in Hong Kong.

HKSAFC’s effort in promoting the acceleration of deploying SAF in Hong Kong as a means to decarbonise the city’s aviation sector can be illustrated by completing a six-month research project, as well as closer ties with industry bodies in stakeholder engagement activities like webinars and symposiums. BEC worked with the HKSAFC Partners to publish a [Policy Whitepaper on SAF Strategy for Hong Kong](#), which includes key policy recommendations such as setting up of government-led multi-stakeholder working group, provision of government subsidies and implementation of levy for enhancing SAF demands, and development of local SAF blending capacity.



Harnessing Digital Solutions for a Greener and Smarter Hong Kong

1. BEC Recommendations	The government should take a multi-pronged approach to promote a digital transition, including providing financial schemes and incentives to drive wider adoption of technologies, bolstering collaboration with the GBA on research and development, and implementing initiatives to retain digital talents through training and education programmes. In addition, the Government should take advantage of planned new town developments to adopt and deploy smart city infrastructure and tech-enabled digital solutions.
2. Government Action	In the Chief Executive's Policy Address 2022, the Government announced a four-pronged strategy to boost innovation and technology ("I&T") and smart city development. The strategy included enhancing I&T ecosystem and achieving re-industrialisation; enlarging the I&T talent pool; developing Hong Kong into a smart city; and proactively integrating into overall national development. To facilitate the smart city development, the government aims to turn all government services online and provide one-stop digital services by fully adopting "iAM Smart" so as to realise a "single portal for online government services".
3. BEC Initiative	<p>A publication titled Accelerating Hong Kong's Net-zero Transition through Digitalisation: A Document Collection of Replicable Cases was published, comprising five case studies of decarbonisation efforts through digital solutions.</p> <p>Another publication titled Building a Greener and Smarter Hong Kong highlighted the findings of a study which captures the latest sustainability landscape in Hong Kong. The report identifies challenges to corporate sustainable strategy implementation and target setting, with key learnings from targeted focus group discussions, as well as the opportunities for the sector.</p> 

BEC Nature Programme

1. BEC Recommendations	As nature-related disclosure becomes more mainstream for corporates and financial institutions, the Government should follow international developments in nature-related reporting and encourage corporate adoption of nature disclosure. Greenlight signals for stronger policies are needed to build the case for investing in and protecting the nature, which could in turn strengthen financing for biodiversity to financiers; build the business case for the private sector; better integrate nature and nature-based solutions into upcoming developments; and support research and funding. Explicitly recognising the link between climate change and nature in Hong Kong's city-level policy documents, such as the CAP2050, could be a starting point. In addition, the Government should put more resources to improve understanding of the value of Hong Kong's nature, through valuation accounting methodologies for natural capital and ecosystem services, for instance.
2. Government Action	The Government is currently updating Hong Kong's city-level Biodiversity Strategy and Action Plan ("BSAP") for 2025 to 2035, which will be published in 2025. The plan will take reference of China's Biodiversity Conservation Strategy and Action Plan (2023-2030) and consider the post-2020 Global Biodiversity Framework.
3. BEC Initiative	<p>BEC has been actively involved in mainstreaming nature-related topics across the Hong Kong business community. In 2024, BEC led the Business for Biodiversity Focus Group, which is under a broader initiative by the Hong Kong Biodiversity Expert Group, aiming to provide recommendations to the HKSAR government for its updated BSAP in the form of a report and policy submission.</p> <p>More broadly, BEC has provided policy recommendations for the HKSAR government's annual Policy Address and Budget, with sections specific to nature and biodiversity topics. Additionally, BEC, together with Hong Kong Green Finance Association, plans to collaborate on local capacity building and knowledge transfer regarding nature-related disclosure, with the aim of accelerating the adoption of Taskforce on Nature-related Financial Disclosures ("TNFD") in Hong Kong, building on growing momentum in the local and regional market.</p>

EXPAND AND DIVERSIFY BEC MEMBERSHIP BASE

(GRI Standards 2-23, 2-24, 302, 303, 305, 306; HKEX ESG Guide A3, A4, B8)



BEC members comprise companies of all sizes across diverse sectors, including listed corporations, small and medium-sized enterprises (“SMEs”), startups, academic institutions and community organisations. These members are driven to achieve environmental excellence, and are committed to learning, sharing or leading responsible business practices

that balance economic, social, and environmental interests. As a hub for insight and thoughts, BEC offers a platform to our members to develop the network, share knowledge, gain exposure, contribute to policy making, and collaborate for a liveable and sustainable Hong Kong.

Diversify Membership Portfolio

To strengthen BEC’s position as “the voice of business” on environmental issues in Hong Kong, steps have been taken to build a strong membership base around our three EFAs through expansion and diversification, with special emphasis on recruiting companies whose profiles and visions align with BEC.

In 2024, BEC reached the remarkable milestone of 300 members, with an impressive 87 members who have been part of the BEC community for ten years or more. This achievement solidifies BEC’s position as the go-to organisation and premier partner in Hong Kong for environmental excellence and corporate sustainability.



Year	FY 2023/24	FY 2022/23	FY 2021/22	FY 2020/21	FY 2019/20
Total	300	265	230	201	191
Council Members	36	35	32	31	30
Corporate Members	57	57	55	46	45
General Members	185	154	125	108	100
Affiliate Members	22	19	18	16	16

There is also a trend towards membership diversification, with emerging sectors in tech and innovation, IT services and sustainability consultancy, resulting in a diverse and balanced representation of business sectors in BEC. As of the end of

the reporting period, the top five sectors include Real Estate (9%), Sustainability Consultancy (8%), Transport & Logistics (8%), Waste Management (7%), and Construction (7%).

Appreciate Long-term Membership

In recognition of our valued long-term partners, BEC hosted its annual “10 Years+ Member Appreciation Ceremony” regularly. The 2023 ceremony celebrated with 14 members organisations, including two organisations marking over 20 years of membership and 12 companies surpassing the ten-

year mark. Building on this tradition, the 2024 ceremony honoured 15 additional companies reaching their significant membership milestones, with four members crossing the 20-year threshold and 11 companies achieving their ten-year anniversary.



Deliver Value to Our Members

BEC empowers sustainability advancement through our wide range of platforms and resources that facilitate meaningful connections among our members, partners, and other stakeholders. To deliver value to our members, we organise diverse events regularly, including conferences, seminars, industry visits, training courses, and workshops. These efforts address various environmental challenges faced by Hong

Kong’s business sector and the broader community. Featuring expert speakers and trainers from both local and international backgrounds, our events offer valuable insights across sectors and create powerful networking opportunities that enable participants to share expertise, expand their business networks, build partnerships, and collectively work towards Hong Kong’s net-zero goals.

BEC EnviroSeries Conference

The EnviroSeries Conference, BEC's flagship event, serves as a premier platform where business leaders and diverse stakeholders gather to address Hong Kong's environmental and sustainability challenges. As a key thought leadership initiative, the conference explores pressing environmental issues facing the region. During

this period, four conferences were held, focusing on critical aspects of climate action, including sustainable finance, net-zero innovations, carbon pricing strategies, and business pathways to achieve carbon neutrality, attracting around 3,600 participants.



BEC Policy Dialogue Series

BEC Policy Dialogue Series serves as a vital platform connecting the business sector with the Hong Kong government on environmental and sustainability initiatives. Following key Policy Addresses, the annual dialogue sessions enable BEC members to engage directly with government officials, exchange perspectives on crucial environmental policies, and contribute to Hong Kong's sustainability agenda. As a thought leader and bridge between the private sector and the Government, BEC facilitates these dialogues to drive positive environmental change while incorporating business sector perspectives in policy development.



BEC CEO Dialogue

BEC CEO Dialogue is a signature event launched in 2022, where distinguished C-suite business leaders share their insights on environmental excellence and sustainability in Hong Kong. Four dialogues were held during the reporting period, covering strategic topics including real estate innovation for resilient communities, digital transformation for a net-zero future, formulating net-zero roadmaps, and energy transition opportunities. Through interactive discussions with industry leaders, the series explores innovative approaches to tackle pressing environmental challenges, fostering knowledge exchange and collaboration towards a sustainable future.



BEC Leadership Networking Series and Mini Expo

The BEC Leadership Networking Series and Mini Expo serves as a platform for professionals to connect with one another, exchange ideas, and explore innovative solutions for sustainable development. The event features insightful discussions led by industry experts and a mini expo that highlights cutting-edge products and technologies. Attendees have the opportunity to engage with the latest advancements and network with peers. A total of seven BEC Leadership Networking Series and Mini Expo were conducted during the reporting period.



Inspire Members with BEC Building as a “Green Lab”

As the physical representation of BEC, the BEC Building is positioned as a “green lab” showcasing green building practices where environmental excellence is encouraged and celebrated. The building not only demonstrates our ongoing dedication to environmental stewardship through extensive retrofits, the integration of green features, and the acquisition of various green building certifications, but it also provides a platform for our members and business partners to showcase their innovative technologies and pioneering strategies.

Additionally, our building supports educational and capacity-building initiatives by offering guided tours for members, students, and the public, thereby promoting a deeper understanding of sustainable practices. By establishing the BEC Building as both a role model and a centre for innovation and education, we aim to attract and engage more members who are passionate about making a substantial environmental impact. We welcome and invite everyone to join us on this green journey to innovate, inspire, and collaboratively forge a sustainable future.

Green Building Certifications

The BEC Building received the following certifications during the reporting period:



BEAM Plus Existing Buildings
Version 2.0
Comprehensive Scheme
Platinum



WELL CORE™
PLATINUM



Indoor Air
Quality Certificate
(Good Class)



Hong Kong Green Organisation
Certification (“HKGOC”) –
Carbon Reduction Certificate



HKGOC – Wastewi\$e
Certificate (Excellent Level)



HKGOC – IAQwi\$e Certificate
(Good Level)



Quality Water Supply Scheme
for Buildings –
Flushing Water (Gold)



Quality Water Supply Scheme
for Buildings – Fresh Water
(Management System) (Blue)



Charter on External Lighting
Diamond Award

Green Features at BEC Building

The award-winning BEC Building showcases various green building features, and we continue to look for innovative solutions and approaches to improve our sustainability

performance and enhance resource efficiency. A list of green features of BEC Building can be found [here](#).

ENHANCE AND PROMOTE BEC AS THE “GO-TO” ORGANISATION AND PREMIER PARTNER IN HONG KONG ON ENVIRONMENTAL EXCELLENCE AND CORPORATE SUSTAINABILITY



Local Influence

BEC is an established institution with over 30 years of history, expertise and a proven track record. We are known among corporates in Hong Kong for our mission to attain environmental excellence, and more recently, to achieve net zero and other sustainability goals. Over decades, we have developed a reputation based on independent work with excellent quality, thought leadership, resourcefulness and trustworthiness, as well as our ability to connect and convene. We also serve as an inclusive platform to address common agendas for business of all sizes and sectors. Our expertise in cross-cutting issues and multi-stakeholder engagement is well-recognised.

As a bridge between the private and public sectors, BEC is recognised as a trusted partner of the Government and a key facilitator for public-private dialogue on environmental and sustainability issues in Hong Kong. We work very closely with the Environment and Ecology Bureau, the Environmental Protection Department, and the Office of Climate Change and Carbon Neutrality. In addition, we are also connected with other policy bureaux and departments, such as the Development Bureau, the Housing Bureau, the Transport and Logistics Bureau, the Financial Services and the Treasury Bureau, the Hong Kong Monetary Authority,

Transport Department, Invest Hong Kong, Agriculture, Fishery and Conservation Department, the Northern Metropolis Coordination Office, and other work departments like Civil Engineering and Development Department. During the reporting period, we organised regular meetings and dialogues with senior government officials for BEC Board Directors and BEC members. We also co-organised briefing and discussion sessions with the government for ongoing policy deliberation and time-specific public consultations.

BEC also has strong connections and long-term partnership with local universities, research institutions and professional bodies. Our areas of collaboration range from joint-events, research and policy advocacy to internships, job placements, and talent development.

Global Connection

Sustainable development is a global issue. To help our members and the broader Hong Kong business community remain competitive and up-to-date in an increasingly volatile global market driven by sustainability challenges, we foster exchanges of international perspectives through strategic partnerships. We maintain close relationships with leading organisations, including the World Business Council for Sustainable Development (“WBCSD”), the Asia Investor Group on Climate Change (“AIGCC”), The Climate Group, the World Resources Institute (“WRI”), the Carbon Disclosure Project (“CDP”), the International Council for Local Environmental Initiatives (“ICLEI”), and the We Mean Business Coalition (“WMB”). BEC has been a regional network partner of WBCSD since 2003 and joined WMB as a network partner in 2020. Additionally, we connect our members with commercial chambers and consulates in Hong Kong through various events and seminars, enabling direct

dialogue with representatives and access to first-hand insights. Likewise, business chambers and the consulate community regularly reached out to BEC for market intelligence and expert insights on the environmental and sustainability policy landscape.



One special event that illustrates BEC’s local impact through global connection is the CFO Roundtable we co-organised with WBCSD, hosted by CLP Holdings Limited in July 2024. This event brought together a selected group of CFOs from leading Hong Kong companies (BEC and WBCSD members) for a high-level, closed-door exchange on Hong Kong’s future regulatory landscape in corporate sustainability disclosure and how upcoming changes would drive value creation for corporates and investors operating in the local market.



COP29
Baku
Azerbaijan

In addition, BEC prepared to send a delegation to COP29 during the reporting period, which was held in Baku, Azerbaijan in November 2024. Our delegation aimed to establish BEC’s presence in the international sustainability arena, keep up with the climate agenda, develop a comprehensive understanding of the COP, and forge connections with global organisations for knowledge exchange. These thorough preparations positioned BEC to maximise the value of our participation at COP29 and laid the foundation for a more substantial presence at COP30 in Belém, Brazil in 2025.

Also, several high-impact events fostering global collaboration in sustainability were co-organised with different partners in the past two fiscal years. Notable events included the “Austria—Hong Kong Technology Days 2022” co-organised with ADVANTAGE AUSTRIA Hong Kong, which introduced Austrian mobility technologies and celebrated Energy Globe Award winners. In collaboration

with the Québec Office in Hong Kong, we facilitated the “Smart Building—Québec Solutions” business meeting, enabling direct business-to-business networking between Québec and Hong Kong enterprises. The “Expert Talk with David Gottfried”, co-organised with the Hong Kong Green Building Council, featured Mr David Gottfried, the founder of the US Green Building Council and World Green Building Council, who shared valuable insights on scaling green building movements.

On training and capacity building, BEC partnered with the Consulate General of the Kingdom of the Netherlands in Hong Kong to launch the CIRCO Hub, which provides trainings for companies to practise the circular design approach and develop circular business model in Hong Kong. This partnership highlights the strong collaboration and connection between the Netherlands and Hong Kong in fostering the movement towards the circular economy, which is one of BEC’s EFAs.

Advancing Environmental Excellence through Partnerships

Aligned with one of BEC's three strategic priorities to champion environmental excellence and corporate sustainability, we have proactively led a series of impactful events and projects in collaboration with a diverse range of partners within our community. By leveraging partnerships

with government bodies, educational institutions, and private sector entities, we not only enhance our impact but also ensure our leadership position in the movement towards a net-zero and environmentally conscious Hong Kong.

Building Sustainable Futures: BEC as Exclusive Co-organiser of ReThink 2023 and 2024

For four consecutive years, BEC has served as the exclusive organiser of ReThink HK, consistently adapting our focus to meet emerging sustainability priorities. We curated specialised venues, including the “BEC Business Transformation Theatre” in 2024 and the “BEC Circular Transition Theatre” in 2023, where a broad spectrum of sustainability topics was explored and discussed. In both years, the BEC pavilion showcased cutting-edge sustainable technologies and solutions from our member organisations, helping accelerate sustainable development and support the transition towards a net-zero economy. To encourage wider participation, our members benefited from preferential rates on entry passes.



BEC x NESS Green Jobs Fair

The “BEC x NESS Green Jobs Fair” is a significant initiative by BEC and the Network of Environmental Student Societies (“NESS”) aimed at advancing Hong Kong’s sustainability sector and nurturing talent. Launched in April 2023, the inaugural fair successfully established a four-way dialogue platform among companies, universities, students, and government officials. Building on this success, the second edition was held in January 2024. Both fairs shared the core objective of addressing the knowledge and skills gap in Hong Kong’s green job market through panel discussions, networking sessions, and job booths, providing a platform for students and professionals to explore career opportunities in the green economy.



Jockey Club Energy Saver in Schools Project

Funded by The Hong Kong Jockey Club Charities Trust and supported by the Development Bureau, Environment and Ecology Bureau, and Electrical and Mechanical Services Department of the HKSAR government, the “Jockey Club Energy Saver in Schools Project” (the “Project”) commenced in October 2023. The Project aims to reduce electricity consumption and carbon emissions in Hong Kong’s primary and secondary schools while cultivating the next generation’s understanding of decarbonisation, energy conservation, and sustainable building practices.

This comprehensive five-year initiative encompasses over 200 local primary and secondary schools. BEC, as the lead organiser, collaborates with BEAM Society Limited (“BSL”) and Hong Kong Green Building Council (“HKGBC”) to deliver integrated hardware and software support to the school sector, aligned with Hong Kong’s target to achieve carbon neutrality by 2050.

BEC has implemented energy efficiency measures for the participating schools, including upgrades to air-conditioning systems and lighting installations. Concurrently, the Project has introduced a new series of education programmes, equipping participating schools with teaching kits and IAQ sensors to enhance both teachers’ and students’ knowledge of green building principles and indoor environmental quality management.

Furthermore, a new version of BEAM Plus Existing Schools will be developed to reflect current best practices and industry standards. This revision incorporates a comprehensive analysis of data from schools certified under BEAM Plus Existing Schools Version 1.0, ensuring the refinement of credit requirements and integration of emerging industry trends.



The Green Performance Pledge (“GPP”) Academy with Swire Properties (“SPROPS”)

The GPP Academy is a three-year partnership between SPROPS and BEC that offers curated learning experiences to SPROPS’ tenants, allowing them to tap into extensive industry knowledge, share best practices, and inspire impactful actions.



Launched in September 2023, the inaugural workshop was a resounding success, attracting over 50 participants from 21 companies and featuring insights on net-zero and carbon management strategies, along with a panel discussion where two GPP tenants shared their corporate decarbonisation targets and implementation challenges. Subsequent events included a green building and office tour at One Taikoo Place, which attracted over 30 participants from 15 companies. A workshop named “Global Waste Landscape, Emerging Legislation and Best Practices” attracted over 60 participants to learn about the global waste management landscape, legislation, and best practices.

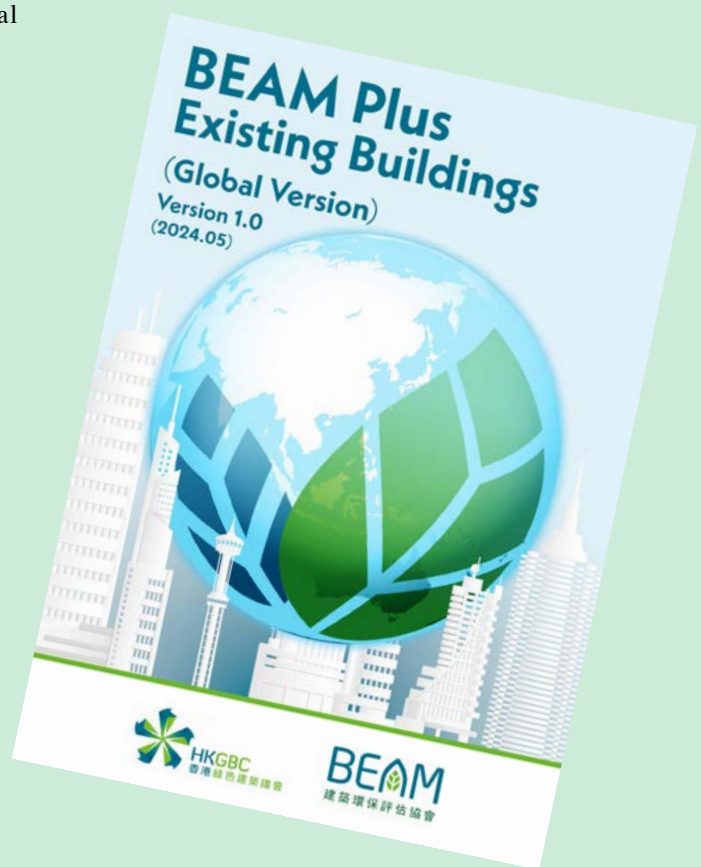
During the partnership, we also conducted the GPP Forum 2024 “GPP Green Ideas Exchange Workshop”, which included more than 170 tenant representatives and sustainability partners across multiple sectors. Additionally, the workshop “Biodiversity 101 and Nature Exploration Tour at Taikoo Square” was conducted to inspire SPROPS’ office tenants with knowledge about biodiversity and to foster a deeper appreciation for the natural environment through sharing sessions and an engaging guided tour experience.

BEAM Plus Existing Buildings (“EB”) v3.0 and Global Version v1.0

BEC has been engaged by BEAM Society Limited (“BSL”) to conduct two key initiatives: creating a new EB (Global Version) for assessing the environmental performance of buildings outside Hong Kong, and conducting a consultancy study for the major revision of the BEAM Plus EB v2.0 standard to align with evolving green building practices, post-COVID-19 realities, and global sustainability trends since its publication in 2016.

Diverging from the conventional BEAM Plus assessment tool, the Global Version is capable of adapting to various climate conditions and dynamically assessing building sustainability according to relevant standards in different regions. The standard can also complement other international green building rating systems to offer a more comprehensive evaluation of sustainability performance. The aims of the Global Version include increasing participation in “Green” existing buildings, promoting greater energy efficiency towards achieving net zero emissions, fostering awareness, and driving behavioural change. The BEAM Plus Existing Buildings (Global Version) v1.0 was officially launched on 27 May 2024.

Additionally, our expert team aims to ensure the updated EB v3.0 embraces new statutory requirements, integrates best practices and technologies, incorporates measurable green standards, and addresses diverse industry aspirations. The project involves consolidating the existing two manuals into one comprehensive guide, creating a detailed Technical Guidebook, and simplifying the certification process to reduce the administrative burden on applicants. The revised framework will align with enhanced ESG reporting standards and include credit requirements supporting green finance and climate risk adaptation. Our work ensures essential features that will mandate regular reporting of energy consumption and guarantee quantifiable environmental performance. By producing materials in English, traditional and simplified Chinese, we aim to make the BEAM Plus EB certification process more practical, flexible, and user-friendly, ultimately encouraging broader participation in sustainable building practices in Hong Kong.



Hong Kong Science and Technology Parks Corporation (“HKSTP”) and Vocational Training Council (“VTC”) Decarbonisation Projects

BEC offers carbon reduction and sustainability consultancy services to several leading organisations in Hong Kong, supporting their decarbonisation journeys. For example, we have been engaged by HKSTP to review and establish the Net Zero Roadmap to achieve the near- and long-term carbon reduction targets.

BEC has coordinated capacity-building initiatives, such as training sessions and workshops, to inform and empower stakeholders to collaborate with HKSTP in their decarbonisation efforts.



Furthermore, BEC supported HKSTP in obtaining validation for their short-term and net-zero targets from the Science Based Targets initiative (“SBTi”). The SBTi validation enhances HKSTP’s credibility, amplifies sustainability initiatives, and showcases their leadership in transitioning towards a low-carbon economy.

BEC has also been engaged by the VTC to update and review its Carbon Footprint Reduction Plan, supporting the Hong Kong government in achieving carbon neutrality by 2050. This project aims to align the plan with the decarbonisation strategies outlined in CAP2050.

Key initiatives include developing targeted carbon reduction measures and roadmaps. A carbon calculation template has been created for accurate assessments of emissions. The baseline carbon audit has also been updated, with regular audits being conducted to monitor and evaluate progress in reducing emissions.

Key issues, constraints, and special requirements have been identified to ensure the plan is both comprehensive and effective.

As part of this collaboration, BEC is developing educational tools, including a carbon calculation template, to help VTC raise awareness about emissions reduction among its stakeholders. Through this partnership, VTC continues to foster a culture of sustainability while contributing meaningfully to Hong Kong's environmental goals.

Encourage Corporations and SMEs to Start Their Journey of Sustainability through Awards and Accolades

Recognised as one of the most credible environmental awards in Hong Kong, the Hong Kong Awards for Environmental Excellence (“HKAEE”) is led by the Environmental Campaign Committee alongside the Environment and Ecology Bureau and in conjunction with nine other organisations. In addition to the co-organisers, BEC also serves as the technical consultant to support the assessment process.



Additionally, BEC has been participating in the BOCHK Corporate Low-Carbon Environmental Leadership Award as a supporting organisation as well as an assessment organisation since 2015. The award is organised by the Federation of Hong Kong Industries to promote active participation in environmentally conscious practices among manufacturing, services and property management enterprises in Hong Kong and the Pan-Pearl River Delta region, to further reduce environmental footprints in the communities.

■ LOOKING AHEAD



We finished strongly in FY 2023/24 with our anniversary dinner featuring over 350 guests, including government officials, representatives from the consulate community, BEC Members, corporate leaders, and environmental and sustainability professionals. As we celebrated our accomplishment, it is encouraging to learn that BEC has earned your trust over the years through quality policy advocacy work, advisory services, events and meetings, as well as other collective actions and initiatives. All of these have added value to the key conversations that matter most, and make an impact that counts. We have taken significant strides in turning business ambition into real action, providing a solid foundation to push boundaries and the momentum to accelerate business transition.

Policy advocacy will remain a key focus for BEC. We will continue to work closely with the Government to support policy formulation and sectoral action that align with our vision. For example, we are engaging in regular dialogue with the Government on the use of sustainable aviation

fuel in Hong Kong. We are also exchanging views on the nature agenda and its implications for the private sector. We want to ensure that our voice and influence will facilitate a conducive policy environment, resonate within the private sector, encourage business transformation, and bring about broader societal change.

BEC takes the view that climate change, biodiversity loss and resource depletion, among other issues, will remain the major challenges in the next 30 years. To move forward, we need clear government policies: various policy blueprints, such as the Climate Action Plan for Hong Kong, have offered us a solid framework and foundation to build on. We also need ambition, especially from the business sector. It is gratifying to see so many first movers leading the way in Hong Kong. However, to tackle climate change and address other environmental and sustainability challenges, we must mobilise all industries with united goals, collective resolve, and accelerated action. We must leave no one behind. We must act together.

*“Together, we will make a difference.
Together, we are the difference.”*

■ PERFORMANCE DATA

ENVIRONMENTAL⁶

KPIs	Unit	FY 2021/22	FY 2022/23	FY 2023/24
GHG Emissions⁷				
Scope 1 Direct Emissions ⁸	tCO ₂ e	0.00	35.10	331.50
Scope 2 Indirect Emissions (Electricity Purchased)	tCO ₂ e	148.90	163.31	159.07
Scope 3 Other Indirect Emissions	tCO ₂ e	9.26	9.60	9.10
Total GHG Emissions (Scopes 1, 2 and 3)	tCO ₂ e	158.16	208.01	499.67
GHG Emissions Intensity	tCO ₂ e/ m ²	0.04	0.05	0.13
Non-hazardous Waste				
General Waste Sent to Landfill	kg	6,012.70	6,232.20	5,945.60
Paper Recycled	kg	1,821.00	1,606.40	2,027.00
Metal Recycled	kg	43.40	41.30	53.60
Plastic Recycled	kg	117.10	95.60	194.90
Glass Bottle Recycled	kg	314.60	333.10	300.50
Beverage Carton Recycled	kg	31.90	25.80	74.90
Total Non-hazardous Waste (BEC Building)	kg	8,340.70	8,334.40	8,596.50
Waste Generation Intensity	kg/ m ²	2.09	2.09	2.15
Total Waste Recycles Rate ⁹ (BEC Building)	%	27.91%	25.22%	30.84%
Total Waste Recycles Rate (BEC Office)	%	35.27%	27.62%	35.89%
Energy				
Total Energy Consumption	MWh	381.81	418.74	418.61
Energy Consumption Intensity	MWh/ m ²	0.096	0.105	0.105
Water				
Total Water Consumption	m ³	366.25	388.50	393.25
Water Consumption Intensity	m ³ / m ²	0.09	0.10	0.10

⁶ Data may not be the exact numbers due to rounding

⁷ GHG Sources GHG emissions data are presented in terms of CO₂ equivalent, with reference to, including but not limited to, the reporting requirements of the "GHG Protocol: A Corporate Accounting and Reporting Standard" issued by the World Resources Institute and the World Business Council for Sustainable Development, "How to prepare on ESG Report – Appendix 2: Reporting Guidance on Environmental KPIs" issued by the HKEX, "2024 Sustainability Report" issued by the CLP Holdings Limited, "Annual Report 2023/24" issued by the Water Supplies Department, "Sustainability Report 2022-23" issued by the Drainage Services Department, and "Carbon Audit Toolkit for Small and Medium Enterprises in Hong Kong" issued by the University of Hong Kong and City University of Hong Kong

⁸ The increase of the GHG Scope 1 Direct Emissions in FY 2022/23 and FY 2023/24 was due to the addition of refrigerant needed to repair and maintain the normal operation of a faculty chiller in the BEC Building, which led to the significant increment of the total GHG emissions (Scopes 1, 2 and 3) in the past two fiscal years

⁹ BEC has modified the reporting scope for the waste recycles rate starting in FY 2021/22 for future meaningful data comparison; Total waste recycles rate is calculated as "total sum of recyclables divided by total non-hazardous waste and then multiplied by 100%"

SOCIAL

KPIs	Unit	FY 2021/22	FY 2022/23	FY 2023/24
Workforce Profile				
Total Workforce ¹⁰	Number	57	53	59
By Gender				
Male	Number	20	19	18
	%	35.09%	35.85%	30.51%
Female	Number	37	34	41
	%	64.91%	64.15%	69.49%
By Employment Type (A)				
Permanent (Male)	Number	20	18	15
	%	35.09%	33.96%	25.42%
Permanent (Female)	Number	28	27	35
	%	49.12%	50.94%	59.32%
Temporary (Male)	Number	0	1	3
	%	0.00%	1.89%	5.08%
Temporary (Female)	Number	4	6	6
	%	7.02%	11.32%	10.17%
Non-guaranteed hours (Male)	Number	0	0	0
	%	0.00%	0.00%	0.00%
Non-guaranteed hours (Female)	Number	5	1	0
	%	8.77%	1.89%	0.00%
By Employment Type (B)				
Full-time (Male)	Number	20	19	18
	%	35.09%	35.85%	30.51%
Full-time (Female)	Number	32	30	38
	%	56.14%	56.60%	64.41%
Part-time (Male)	Number	0	0	0
	%	0.00%	0.00%	0.00%
Part-time (Female)	Number	5	4	3
	%	8.77%	7.55%	5.08%
By Age Group				
Under 30	Number	27	21	20
	%	47.37%	39.62%	33.90%
30-49	Number	25	27	32
	%	43.86%	50.94%	54.24%
50 or above	Number	5	5	7
	%	8.77%	9.44%	11.86%
By Employee Category				
Senior Management	Number	8	9	9
	%	14.03%	16.98%	15.25%
Middle Management	Number	15	14	17
	%	26.32%	26.42%	28.81%
General	Number	34	30	33
	%	59.65%	56.60%	55.93%

¹⁰ All BEC staff work in Hong Kong

KPIs	Unit	FY 2021/22	FY 2022/23	FY 2023/24
Gender Distribution of BEC's Governance Body (Board of Directors)				
BEC Board of Directors	Number	20	18	19
By Gender				
Male	Number	17	17	17
	%	85.00%	94.44%	89.47%
Female	Number	3	1	2
	%	15.00%	5.56%	10.53%
By Age Group				
Under 30	Number	0	0	0
	%	0.00%	0.00%	0.00%
30-49	Number	2	2	3
	%	10.00%	11.11%	15.79%
50 or above	Number	18	16	16
	%	90.00%	88.89%	84.21%
Gender Distribution of BEC's Governance Body (Management Team)				
By Gender				
Male	Number	6	5	5
	%	75.00%	55.56%	55.56%
Female	Number	2	4	4
	%	25.00%	44.44%	44.44%
By Age Group				
Under 30	Number	0	0	0
	%	0.00%	0.00%	0.00%
30-49	Number	4	5	5
	%	50.00%	55.56%	55.56%
50 or above	Number	4	4	4
	%	50.00%	44.44%	44.44%

KPIs	Unit	FY 2021/22	FY 2022/23	FY 2023/24
Ratio of Average Basic Salary of Women to Men				
Average Basic Salary of Women to Men (All Full-time Staff)	Ratio	0.71	0.78	0.66
Turnover¹¹				
Total Number of Turnover/ Rate	Number	23	20	19
	%	40.35%	37.74%	32.20%
By Gender				
Male	Number	9	7	9
	%	45.00%	36.84%	50.00%
Female	Number	14	13	10
	%	37.84%	38.24%	24.39%
By Age Group				
Under 30	Number	16	14	12
	%	59.26%	66.67%	60.00%
30-49	Number	6	6	7
	%	24.00%	22.22%	21.88%
50 or above	Number	1	0	0
	%	20.00%	0.00%	0.00%

¹¹ The turnover and new hire figures encompass all BEC staff, including permanent, temporary, and non-guaranteed hours staff

KPIs	Unit	FY 2021/22	FY 2022/23	FY 2023/24
New Hires				
Total Number of New Hires/ Rate	Number	33	20	28
	%	57.89%	37.74%	47.46%
By Gender				
Male	Number	8	6	9
	%	40.00%	31.58%	50.00%
Female	Number	25	14	19
	%	67.57%	41.18%	46.34%
By Age Group				
Under 30	Number	24	13	17
	%	88.89%	61.90%	85.00%
30-49	Number	8	7	9
	%	32.00%	25.93%	28.13%
50 or above	Number	1	0	2
	%	20.00%	0.00%	28.57%
Parental Leave				
Total Number of Employees that were Entitled to Parental Leave within the Reporting Period	Number	54	52	59
By Gender				
Male	Number	20	19	18
Female	Number	34	33	41
Total Number of Employees that Took Parental Leave within the Reporting Period	Number	2	2	0
By Gender				
Male	Number	0	1	0
Female	Number	2	1	0
Total Number of Employees that Returned to Work in the Reporting Period after Parental Leave Ended	Number	2	2	0
By Gender				
Male	Number	0	1	0
Female	Number	2	1	0
Total Number of Employees that Returned to Work after Parental Leave End that Were Still Employed 12 Months after Their Return to Work ¹²	Number	1	1	2
By Gender				
Male	Number	0	0	0
Female	Number	1	1	1

¹² The "Total Number of Employees that Returned to Work after Parental Leave End that Were Still Employed 12 Months after Their Return to Work" and the category "By Gender" of FY 2022/23 have been adjusted to reflect actual situation. As a result, the "Retention Rate" of FY 2022/23 has also been adjusted

KPIs	Unit	FY 2021/22	FY 2022/23	FY 2023/24
Total Number of Employees due to Return to Work after Taking Parental Leave within the Reporting Period	Number	2	2	0
By Gender				
Male	Number	0	1	0
Female	Number	2	1	0
Return to Work Rate	%	100.00%	100.00%	N/A
By Gender				
Male	%	N/A	100.00%	N/A
Female	%	100.00%	100.00%	N/A
Retention Rate	%	50.00%	50.00%	100.00%
By Gender				
Male	%	N/A	N/A	100.00%
Female	%	50.00%	50.00%	100.00%

KPIs	Unit	FY 2021/22	FY 2022/23	FY 2023/24
Occupational Health and Safety				
Number of lost days due to work injury	Days	0	0	0
Number of work-related fatalities	Number	0	0	0
Rate of work-related fatalities	%	0	0	0
Training¹³				
Percentage of Employees Trained	%	91.23%	92.45%	94.92%
By Gender				
Male	%	100.00%	100.00%	100.00%
Female	%	86.49%	88.24%	92.68%
By Employee Category				
Senior Management	%	100.00%	100.00%	100.00%
Middle Management	%	100.00%	92.86%	94.12%
General Staff	%	85.29%	90.00%	93.94%
Average Training Hours Completed per Employee	Hours	18.26	22.23	20.64
By Gender				
Male	Hours	22.35	26.21	23.56
Female	Hours	16.05	20.00	19.37
By Employee Category				
Senior Management	Hours	29.38	37.11	40.00
Middle Management	Hours	19.07	21.29	19.88
General Staff	Hours	15.29	18.2	15.76
Supply Chain				
Total Number of Suppliers (Hong Kong)	Number	253	257	253
Product Responsibility				
Number of Service-related Complaints Received	Number	0	0	0
Average Score of Quality Management System Project Client Feedback Form for Environmental Projects ¹⁴	Score (1-5)	4.48	4.40	4.63
Anti-corruption				
Concluded Legal Case	Number	0	0	0
Community Investment				
Total Volunteer Hours Donated to Community	Hours	0	23.50	15.75
Total Money Donated to Community	HK\$	0	1,500	0

¹³ Only full-time employees are required to take training

¹⁴ The "Average Score of Quality Management System Project Client Feedback Form for Environmental Projects" of FY 2022/23 has been adjusted to reflect actual situation

■ CONTENT INDEX

HKEX ESG Reporting Guide Content Index

Mandatory Disclosure Requirements	Description	Location/ Remarks
Governance Structure	A statement from the board containing the following elements: i. a disclosure of the board's oversight of ESG issues; ii. the board's ESG management approach and strategy, including the process used to evaluate, prioritise and manage material ESG-related issues (including risks to the issuer's businesses); and iii. how the board reviews progress made against ESG-related goals and targets with an explanation of how they relate to the issuer's businesses.	Sustainability Performance and Approaches - Governance
Reporting Principles	A description of, or an explanation on, the application of the following Reporting Principles in the preparation of the ESG report: Materiality: The ESG report should disclose: (i) the process to identify and the criteria for the selection of material ESG factors; (ii) if a stakeholder engagement is conducted, a description of significant stakeholders identified, and the process and results of the issuer's stakeholder engagement. Quantitative: Information on the standards, methodologies, assumptions and/ or calculation tools used, and source of conversion factors used, for the reporting of emissions/ energy consumption (where applicable) should be disclosed. Consistency: The issuer should disclose in the ESG report any changes to the methods or KPIs used, or any other relevant factors affecting a meaningful comparison.	Sustainability Performance and Approaches - Reporting Principles
Reporting Boundary	A narrative explaining the reporting boundaries of the ESG report and describing the process used to identify which entities or operations are included in the ESG report. If there is a change in the scope, the issuer should explain the difference and reason for the change.	Sustainability Performance and Approaches - Reporting Period, Scope, and Standards
A. Environmental. Environmental. Environmental		
Aspect A1: Emissions		
General Disclosure	Information on: a) the policies; and b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to air and greenhouse gas emissions, discharges into water and land, and generation of hazardous and non-hazardous waste.	How We Practise Sustainability - Green Performance Performance Data No hazardous waste was generated due to BEC's business activities. All non-hazardous waste generated was either recycled or sent to the landfill.
KPI A1.1	The types of emissions and respective emissions data.	
KPI A1.2	Direct (Scope 1) and energy indirect (Scope 2) greenhouse gas emissions (in tonnes) and, where appropriate, intensity (e.g. per unit of production volume, per facility).	
KPI A1.3	Total hazardous waste produced (in tonnes) and, where appropriate, intensity (e.g. per unit of production volume, per facility).	
KPI A1.4	Total non-hazardous waste produced (in tonnes) and, where appropriate, intensity (e.g. per unit of production volume, per facility).	
KPI A1.5	Description of emissions target(s) set and steps taken to achieve them.	
KPI A1.6	Description of how hazardous and non-hazardous wastes are handled, and a description of reduction target(s) set and steps taken to achieve them.	

Aspect A2: Use of Resources		
Mandatory Disclosure Requirements	Description	Location/ Remarks
General Disclosure	Policies on the efficient use of resources, including energy, water and other raw materials.	How We Practise Sustainability - Green Performance Performance Data BEC does not face any significant issues in sourcing water. All the water BEC uses is supplied by the municipal water supply system.
KPI A2.1	Direct and/ or indirect energy consumption by type (e.g. electricity, gas or oil) in total (kWh in '000s) and intensity (e.g. per unit of production volume, per facility).	
KPI A2.2	Water consumption in total and intensity (e.g. per unit of production volume, per facility).	
KPI A2.3	Description of energy use efficiency target(s) set and steps taken to achieve them.	
KPI A2.4	Description of whether there is any issue in sourcing water that is fit for purpose, water efficiency target(s) set and steps taken to achieve them.	
KPI A2.5	Total packaging material used for finished products (in tonnes) and, if applicable, with reference to per unit produced.	Not applicable due to BEC's business nature.
Aspect A3: The Environment and Natural Resources		
General Disclosure	Policies on minimising the issuer's significant impacts on the environment and natural resources.	How We Practise Sustainability - Green Performance How We Enable Sustainability - Expand and Diversify BEC Membership Base - Enhance and Promote BEC as the "Go-to" Organisation and Premier Partner in Hong Kong on Environmental Excellence and Corporate Sustainability
KPI A3.1	Description of the significant impacts of activities on the environment and natural resources and the actions taken to manage them.	
Aspect A4: Climate Change		
General Disclosure	Policies on identification and mitigation of significant climate-related issues which have impacted, and those which may impact, the issuer.	How We Practise Sustainability - Green Performance How We Enable Sustainability - Expand and Diversify BEC Membership Base - Enhance and Promote BEC as the "Go-to" Organisation and Premier Partner in Hong Kong on Environmental Excellence and Corporate Sustainability
KPI A4.1	Description of the significant climate-related issues which have impacted, and those which may impact, the issuer, and the actions taken to manage them.	

B. Social		
Mandatory Disclosure Requirements	Description	Location/ Remarks
Aspect B1: Employment		
General Disclosure	Information on: a) the policies; and b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to compensation and dismissal, recruitment and promotion, working hours, rest periods, equal opportunity, diversity, anti-discrimination, and other benefits and welfare.	How We Practise Sustainability - Human Capital Development Performance Data
KPI B1.1	Total workforce by gender, employment type, age group and geographical region.	
KPI B1.2	Employee turnover rate by gender, age group and geographical region.	
Aspect B2: Health and Safety		
General Disclosure	Information on: a) the policies; and b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to providing a safe working environment and protecting employees from occupational hazards.	How We Practise Sustainability - Human Capital Development Performance Data
KPI B2.1	Number and rate of work-related fatalities occurred in each of the past three years including the reporting year.	
KPI B2.2	Lost days due to work injury.	
KPI B2.3	Description of occupational health and safety measures adopted, and how they are implemented and monitored.	
Aspect B3: Development and Training		
General Disclosure	Policies on improving employees' knowledge and skills for discharging duties at work. Description of training activities.	How We Practise Sustainability - Human Capital Development Performance Data
KPI B3.1	The percentage of employees trained by gender and employee category.	
KPI B3.2	The average training hours completed per employee by gender and employee category.	
Aspect B4: Labour Standards		
General Disclosure	Information on: a) the policies; and b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to preventing child and forced labour.	How We Practise Sustainability - Human Capital Development There was no child or forced labour cases during the reporting period. If any cases are identified, BEC will handle and report the cases in accordance with Hong Kong's laws and regulations.
KPI B4.1	Description of measures to review employment practices to avoid child and forced labour.	
KPI B4.2	Description of steps taken to eliminate such practices when discovered.	

Mandatory Disclosure Requirements	Description	Location/ Remarks
Aspect B5: Supply Chain Management		
General Disclosure	Policies on managing environmental and social risks of the supply chain.	How We Practise Sustainability - Ethical Governance Performance Data
KPI B5.1	Number of suppliers by geographical region.	
KPI B5.2	Description of practices relating to engaging suppliers, number of suppliers where the practices are being implemented, and how they are implemented and monitored.	
KPI B5.3	Description of practices used to identify environmental and social risks along the supply chain, and how they are implemented and monitored.	
KPI B5.4	Description of practices used to promote environmentally preferable products and services when selecting suppliers, and how they are implemented and monitored.	
Aspect B6: Product Responsibility		
General Disclosure	Information on: a) the policies; and b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to health and safety, advertising, labelling and privacy matters relating to products and services provided and methods of redress	How We Practise Sustainability - Ethical Governance - Quality Excellence
KPI B6.1	Percentage of total products sold or shipped subject to recalls for safety and health reasons	Not applicable due to BEC's business nature.
KPI B6.2	Number of products and service-related complaints received and how they are dealt with	How We Practise Sustainability - Ethical Governance - Quality Excellence Performance Data
KPI B6.3	Description of practices relating to observing and protecting intellectual property rights	
KPI B6.4	Description of quality assurance process and recall procedures	
KPI B6.5	Description of consumer data protection and privacy policies, and how they are implemented and monitored	
Aspect B7: Anti-corruption		
General Disclosure	Information on: a) the policies; and compliance with relevant laws and regulations that have a significant impact on the issuer relating to bribery, extortion, fraud and money laundering	How We Practise Sustainability - Ethical Governance Performance Data
KPI B7.1	Number of concluded legal cases regarding corrupt practices brought against the issuer or its employees during the reporting period and the outcomes of the cases	
KPI B7.2	Description of preventive measures and whistle-blowing procedures, and how they are implemented and monitored	
KPI B7.3	Description of anti-corruption training provided to directors and staff	
Aspect B8: Community Investment		
General Disclosure	Policies on community engagement to understand the needs of the communities where the issuer operates and to ensure its activities take into consideration the communities' interests	How We Enable Sustainability - Drive government and business ambition into action on BEC EFAs - Expand and diversify BEC membership base - Enhance and promote BEC as the "go-to" organisation and premier partner in Hong Kong on environmental excellence and corporate sustainability
KPI B8.1	Focus areas of contribution	
KPI B8.2	Resources contributed to the focus area	

GRI Standards Content Index

GRI Standard Indicator	Description	Location/ Remarks
GRI 2: General Disclosures 2021		
The Organisation and its Reporting Practices		
2-1	Organisational details	Who We Are
2-2	Entities included in the organisation’s sustainability reporting	Sustainability Performance and Approaches - Reporting Period, Scope, and Standards
2-3	Reporting period, frequency and contact point	
2-4	Restatements of information	Some data has been updated to reflect the actual situation. Please refer to chapter “Performance Data”.
2-5	External assurance	-
Activities and Workers		
2-6	Activities, value chain and other business relationships	Who We Are
2-7	Employees	Performance Data
2-8	Workers who are not employees	
Governance		
2-9	Governance structure and composition	Sustainability Performance and Approaches - Governance - Stakeholder Engagement - Materiality Assessment Performance Data
2-10	Nomination and selection of the highest governance body	
2-11	Chair of the highest governance body	
2-12	Role of the highest governance body in overseeing the management of impacts	
2-13	Delegation of responsibility for managing impacts	
2-14	Role of the highest governance body in sustainability reporting	
2-15	Conflicts of interest	
2-16	Communication of critical concerns	
2-17	Collective knowledge of the highest governance body	
2-18	Evaluation of the performance of the highest governance body	
2-19	Remuneration policies	
2-20	Process to determine remuneration	
2-21	Annual total compensation ratio	

GRI Standard Indicator	Description	Location/ Remarks
Strategy, Policies and Practices		
2-22	Statement on sustainable development strategy	Message from Chairman Message from CEO Who We Are What We Do How We Enable Sustainability <ul style="list-style-type: none"> - Drive government and business ambition into action on BEC EFAs - Expand and diversify BEC Membership Base - Drive government and business ambition into action on BEC EFAs
2-23	Policy commitments	
2-24	Embedding policy commitments	
2-25	Processes to remediate negative impacts	
2-26	Mechanisms for seeking advice and raising concerns	Sustainability Performance and Approaches <ul style="list-style-type: none"> - Stakeholder Engagement - Materiality Assessment
2-27	Compliance with laws and regulations	<p>BEC complies with all applicable laws and regulations in Hong Kong.</p> <p>There were no significant cases of non-compliance with laws and regulations during the reporting period.</p>
2-28	Membership associations	-
Stakeholder Engagement		
2-29	Approach to stakeholder engagement	Sustainability Performance and Approaches <ul style="list-style-type: none"> - Stakeholder Engagement
2-30	Collective bargaining agreements	There are no formal collective bargaining agreements in BEC during the reporting period.
GRI 3: Material Topics 2021		
3-1	Process to determine material topics	Sustainability Performance and Approaches <ul style="list-style-type: none"> - Stakeholder Engagement - Materiality Assessment
3-2	List of material topics	

GRI Standard Indicator	Description	Location/ Remarks
Topic-specific Disclosure		
201: Economic Procedures 2016		
3-3	Management of material topics	How We Practise Sustainability - Ethical Governance
201-1	Direct economic value generated and distributed	
205: Anti-corruption 20166		
3-3	Management of material topics	How We Practise Sustainability - Ethical Governance There were no confirmed incidents of corruption during the reporting period.
205-2	Communication and training about anti-corruption policies and procedures	
205-3	Confirmed incidents of corruption and actions taken	
302: Energy 2016		
3-3	Management of material topics	How We Practise Sustainability - Green Performance
302-1	Energy consumption within the organisation	
302-3	Energy intensity	How We Enable Sustainability - Expand and Diversify BEC Membership Base Performance Data
303: Water and Effluents 2018		
3-3	Management of material topics	How We Practise Sustainability - Green Performance How We Enable Sustainability - Expand and Diversify BEC Membership Base Performance Data
303-5	Water consumption	
305: Emissions 2016		
3-3	Management of material topics	How We Practise Sustainability - Green Performance
305-1	Direct (Scope 1) GHG emissions	
305-2	Energy indirect (Scope 2) GHG emissions	How We Enable Sustainability - Expand and Diversify BEC Membership Base Performance Data
305-3	Other indirect (Scope 3) GHG emissions	
305-4	GHG emissions intensity	

GRI Standard Indicator	Description	Location/ Remarks
306: Waste 2020		
3-3	Management of material topics	How We Practise Sustainability - Green Performance How We Enable Sustainability - Expand and Diversify BEC Membership Base Performance Data
306-3	Waste generated	
401: Employment 2016		
3-3	Management of material topics	How We Practise Sustainability - Human Capital Development Performance Data
401-1	New employee hires and employee turnover	
401-3	Parental leave	
403: Occupational Health and Safety 2018		
3-3	Management of material topics	How We Practise Sustainability - Human Capital Development Performance Data
403-1	Occupational health and safety management system	
403-5	Worker training on occupational health and safety	
403-6	Promotion of worker health	
403-9	Work-related injuries	
404: Training and Education 2016		
3-3	Management of material topics	How We Practise Sustainability - Human Capital Development Performance Data
404-1	Average hours of training per year per employee	
404-3	Percentage of employees receiving regular performance and career development reviews	
405: Diversity and Equal Opportunity 2016		
3-3	Management of material topics	How We Practise Sustainability - Human Capital Development Performance Data
405-1	Diversity of governance bodies and employees	
405-2	Ratio of basic salary and remuneration of women to men	
418: Customer Privacy 2016		
3-3	Management of material topics	How We Practise Sustainability - Ethical Governance - Quality Excellence
418-1	Substantiated complaints concerning breaches of customer privacy and losses of customer data	