

BUILD AN INCLUSIVE WORKPLACE AND SOCIETY



■ Empowering our People

At the ArchSD, we recognise the importance of cultivating a highly skilled workforce to serve our clients and the community effectively. Amidst rapid climate changes, technological advancements and evolving user expectations, we empower our staff through continuous learning, collaboration, and a culture of innovation, enhancing their knowledge, skills, safety and wellness. This commitment enables our staff to deliver exceptional services and create sustainable facilities that benefit future generations.

Our talent strategies are based on meritocracy and equal opportunity, ensuring open and fair competition. In alignment with the Government's guidelines and practices, we enforce a zero-tolerance policy against discrimination in all forms, including disability, gender, marital status, pregnancy, age, family status, sexual orientation, and race. By fostering a supportive and inclusive workplace, we equip all employees with opportunities to excel – professionally and personally.

Staff Development and Knowledge Management

In today's rapidly evolving architectural and construction landscape, we place our people at the heart of progress. Through cutting-edge skills development, collaborative knowledge sharing and championing innovation, we empower our team to anticipate industry shifts, leverage emerging technologies, and deliver smart, low-carbon and people-centric buildings for the future.

In 2024 we continued to keep our staff abreast of smart and advanced construction technologies – including BIM, DfMA, MiC and MiMEP – through diverse training programmes, Innovative Construction Focus Group activities, and active engagement and collaboration with industry, academia and professional institutions in Hong Kong and the Mainland.

Training programmes are tailored to the unique needs of each staff member through a diverse array of platforms and formats. These include academic lectures, structured classroom training, workshops and seminars, symposiums, overseas visits, on-the-job training, coaching and mentoring sessions, e-learning modules and competitions.

We also foster learning, innovation and collaboration through the one-stop Knowledge Management (KM) Portal. This cross-disciplinary platform is designed to advance knowledge sharing and drive excellence in sustainable operations and organisational practices. To enhance sustainability knowledge and skills, we organised an interactive introductory workshop on the United Nations Sustainable Development Goals (UNSDGs), emerging megatrends and key industry challenges. Through engaging game-based learning and activities, participants deepened their understanding of ArchSD's sustainability initiatives and achievements while brainstorming actionable ideas to advance ArchSD's strategic goals.



Interactive sustainability workshop on the UNSDGs, megatrends and industry challenges.

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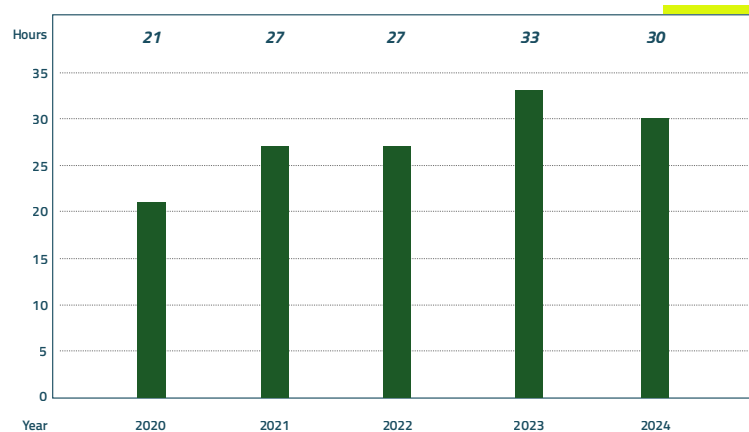


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To facilitate knowledge and experience sharing among site supervisory staff and technical officers, thematic videos are developed in the KM Portal covering various construction aspects – including installation, testing, commissioning, site safety, health, environmental protection, design drawings and software simulation – for application across New Building Works, Building Services and Facility Upkeep.

In 2024, the ArchSD provided 650 training courses with each staff member receiving an average of 30 hours of training.

Training Hours per Staff



Summary of Training Activities

Type	Number of Trainees	Number of Training Hours
Leadership & Management Skills	88	1 977
Professional & Vocational Training	13 114	45 000
Career Development	1 473	10 739
Total	14 675	57 715

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Staff Well-Being

We cultivate a vibrant and inclusive workplace where staff thrive through wellness activities, work-life balance, and teamwork that fosters pride in their work.

Diverse staff-led sports and recreational activities throughout the year enriched our healthy and joyful culture, fostering unity and reinforcing ArchSD's dedication to community service and environmental contributions.



ArchSD Annual Dinner



CarouGive (Swap for Good Circularity Event)



Shatin Dragon Boat Race 2024



Development Bureau Football Competition 2024



Greater Bay Area Technical Visit and Study Tour



ArchSD Mentorship Programme

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A Holistic Approach to Safety and Sustainability

From policy formulation and risk management to performance measurement and training, we implement a holistic approach to embed a culture of safety, sustainability and environmental responsibility across our operations and value chain.

Workplace Safety Management

Our department-wide ISO 45001 Occupational Health and Safety Management System aligns with global best practices and industry standards, ensuring employee protection across offices and project sites. The Occupational Health and Safety Representatives Working Group actively addresses concerns, monitors performance and drives continuous improvements. Through regular safety inspections, we identify potential hazards, assess risks and impacts and develop targeted mitigation measures.

Awareness and Training

We raise safety awareness through specialised training and programmes, including:

- Safe lifting operations for mobile plants
- Construction and environmental engineering safety
- Site safety protocols in maintenance works

To reinforce procedure knowledge and ensure preparedness, we conduct department-wide emergency drills and use insights to refine our practices.

Collaboration with Contractors

Contractors are our essential partners in fostering a robust health and safety culture. In addition to providing guidelines, we embed our safety, sustainability, environmental and technical requirements into contracts to encourage and accelerate their adoption. The implementation of following innovative practices and technologies on ArchSD's projects elevates onsite safety and sustainability performance, setting a benchmark for industry best practices.

INNOVATIVE PRACTICES

Energy Efficiency



- Install energy-saving lighting systems
- Use intelligent sensors
- Use renewable energy
- Build temporary transformers

Waste Management and Reduction

- Use pre-cast and lightweight concrete
- Sort construction and demolition waste onsite
- Encourage recycling
- Upcycle used materials



Emission Mitigation

- Suppress construction dust
- Install noise enclosure and acoustic screen
- Operate hydraulic crusher for demolition work



People

- Make prior work arrangements in times of heat stress, adverse weather and extreme conditions
- Provide rechargeable cordless tools for workers
- Conduct volunteer renovation work for neighbouring stakeholders
- Establish a 24-hour enquiry and support hotline for stakeholders



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A Holistic Approach to Safety and Sustainability

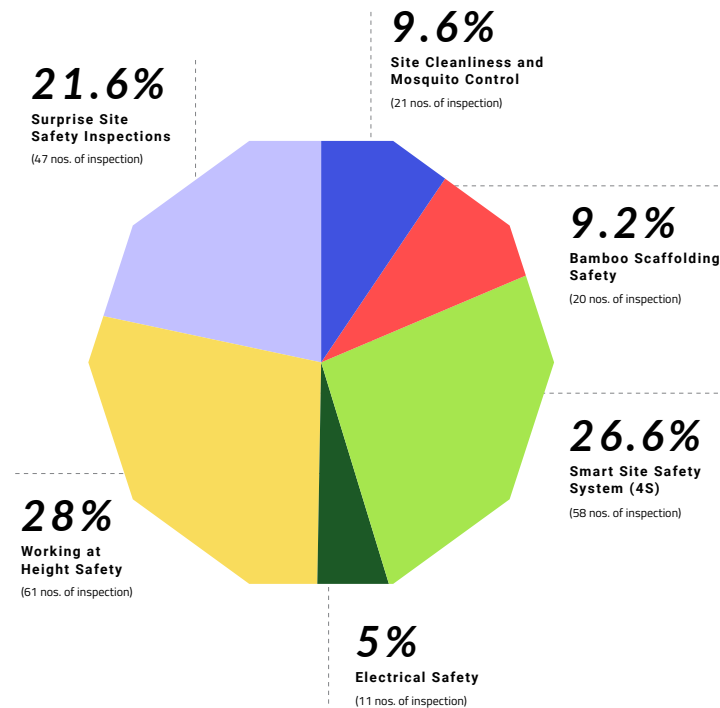
Safety First at Construction Sites

As part of ArchSD's commitment to uplifting site safety, we mandate strict contractor compliance with our robust safety requirements and industry best practices. We support our contractors through comprehensive guidance materials, including: codes of conduct and practices, Labour Department Work Safety Alerts, Site Safety Checklists and Audit Results, safety reminders and briefing notes, etc.

To enforce occupational health and safety compliance, our Departmental Safety & Environmental Advisory Unit conducts surprise site inspections, verifies Smart Site Safety System (4S), and raises site safety issues and hazards for corrective action in a timely manner.

SITE INSPECTIONS

In 2024, we conducted a total of 218 site inspections to gauge performance on the following areas:



In addition, we conduct regular project meetings to monitor and evaluate contractors' environmental and safety performance. These meetings enable proactive collaboration to develop rectifying measures and remediation plans when performance falls below standards.

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■ A Holistic Approach to Safety and Sustainability

Throughout 2024, we organised a number of events to enhance onsite safety performance, increase awareness of common hazards and preventive measures, and provide updates on smart safety management systems and technologies.



Over 400 contractors, consultants and colleagues participated in the ArchSD Safety Forum.

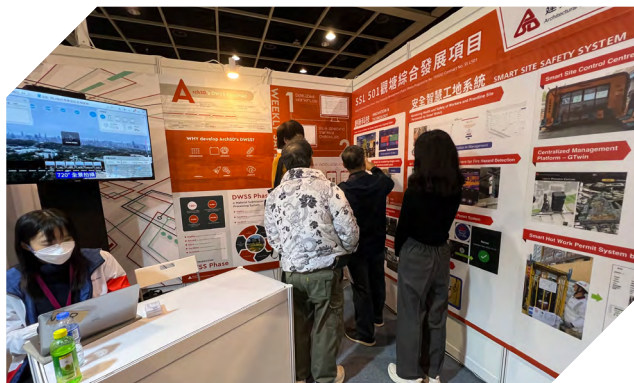
In May 2024, the ArchSD participated in the Smart Site Safety System (4S) Labelling Scheme established by the Development Bureau and the Construction Industry Council to uplift site safety and encourage a wider adoption of 4S adoption in the industry. By December 2024, ArchSD had received the 4S Label certification for its 58 capital works contracts and 9 term contracts.

Raising and Recognising Sustainability Performance

The ArchSD partners with industry stakeholders to deliver outstanding sustainability performance and service in our facilities development and maintenance. During the reporting year, we conducted a total of 63 knowledge-sharing workshops and talks as well as 150 public engagement events to advance best practices for sustainable built environment.

In addition, we formally commend contractors, subcontractors and site personnel for exemplary achievements in environmental performance, site safety and a considerate attitude in carrying out public works. Through two flagship award schemes, we seek to celebrate leadership while motivating industry-wide adoption of sustainable construction practices.

ArchSD participated in the 1st InnoExpo organised by the Occupational Safety and Health Council to promote innovative site safety technologies and digital works supervision system.



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■ A Holistic Approach to Safety and Sustainability

Green Contractor Award

Since 2001, the ArchSD has organised the annual Green Contractor Award to recognise excellence across five key environmental dimensions, namely energy efficiency, water conservation, waste reduction, emissions mitigation and comprehensive environmental management. The Award also honours contractors' sustained efforts in advancing sustainability. In 2024, all active construction and maintenance projects with contract values exceeding \$50 millions participated in this rigorous competition.

Award	Awardee	Contract
Merit Award	Gammon Construction Limited	Contract No. SS L501 Design and Construction of Kwun Tong Composite Development
Merit Award	Shui On Construction Company Limited	Contract No. SS J506 Design and Construction of Western Police Married Quarters
		Contract No. SS M502 Design and Construction of Reprovisional of Kong Wan Fire Station
		Contract No. SS L517 Design and Construction of Open Space with Public Vehicle Park at Yen Chow Street West, Sham Shui Po
Green Contractor Award (Term Contract)	Cheung Hing Construction Company Limited	Contract No. TC M938 Term Contract for the Maintenance of Slopes for which the Architectural Services Department (Property Services Branch) is Responsible [Designated Contract Area: New Territories and Outlying Islands (North)]
Special Award (Empowering New Generation)	Gammon Construction Limited	Contract No. SS L501 Design and Construction of Kwun Tong Composite Development
Special Award (Empowering New Generation)	Hip Hing Engineering Company Limited	Contract No. SS L508 Design and Construction of Expansion of the Legislative Council Complex
		Contract No. SS K502 Design and Construction of a District Court Building at Caroline Hill Road
		Contract No. SS L502 Design and Construction of a New Public Market in Tin Shui Wai

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A Holistic Approach to Safety and Sustainability

Winners of the Green Contractor Award



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A Holistic Approach to Safety and Sustainability

Considerate Contractors Site Award Scheme

Jointly organised by the Development Bureau and the Construction Industry Council, this Scheme encourages contractors, subcontractors and site personnel to maintain the highest standards of responsible site operations, environmental stewardship, public health protection and safety excellence. In 2024, ArchSD's contractors earned 17 awards across three prestigious categories: Considerate Contractors Site Awards (CCSA), Outstanding Environmental Management and Performance Awards (OEMPA) and Innovation Awards for Safety and Environmental Excellence (IASEE):



Award			Contractor	Contracts
CCSA	OEMPA	IASEE		
Public Works - New Works				
Merit	Merit	Merit	China State Construction Engineering (Hong Kong) Limited	Contract no. SS L514 Construction of Heritage Conservation and Resource Centre
Merit	Merit	Bronze	Hip Hing Engineering Company Limited	Contract no. SS L508 Design and Construction of Expansion of the Legislative Council Complex
Merit	Merit	Merit	China State Joint Venture	Contract no. SS K509 Design and Construction of Kong Nga Po Police Training Facilities
Merit	Bronze	Merit	Hip Hing Engineering Company Limited	Contract no. SS L502 Design and Construction of a New Public Market in Tin Shui Wai
Public Works - RMAA Works				
Merit	N/A	N/A	Wan Chung Construction Company Limited	Contract no. TC K929 Term Contract for the Maintenance of Slopes for which the Architectural Services Department (Property Services Branch) is Responsible [Designated Contract Area: Kowloon and Lantau Island]
Merit	N/A	N/A	Chun Wo Joint Venture	Contract no. TC J921 Term Contract for the Alterations, Additions, Maintenance and Repair of Buildings and Lands and Other Properties for which the Architectural Services Department (Property Services Branch) is Responsible [Designated Contract Area: Wan Chai (South) and Wan Chai (North)]
Merit	Merit	Merit	CWED Joint Venture	Contract no. TC K928 Term Contract for the Maintenance of Slopes for which the Architectural Services Department (Property Services Branch) is Responsible [Designated Contract Area: Hong Kong Island and Outlying Islands (South)]

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Engaging the Public

At the ArchSD, we believe an informed and engaged public is pivotal to shaping Hong Kong's sustainable built environment. Through diverse outreach initiatives, we connect the community with our projects while enhancing public understanding of architectural innovation's role in sustainable urban development.

Our multi-faceted approach – from public competitions and carnivals to expert lectures, site visits and knowledge exchange – serves three core objectives: promoting knowledge exchange on cutting-edge construction solutions, nurturing future built-environment talents, and fostering community collaboration for continuous progress.

“One Community – Built from the Heart” Photo and Short Video Competition

Launched in celebration of the 75th anniversary of the Founding of the People's Republic of China, this competition invited the public to creatively capture Hong Kong's architectural landscape through photography and videography.

Attracting 1 170 entries from the public and students, the initiative promoted appreciation for public architecture while encouraging artistic expressions of our community's built environment.



“Science in the Public Service” 2024 Forum and Lecture Series: How Can Technology Create Climate-Resilient Living Environments



Experience Sharing : Application of Multi-trade Integrated Mechanical, Electrical & Plumbing in New Government Building



Site Visit : Advancing Net Zero – Refurbishment of Toilet Blocks at Pet Garden of Central and Western District Promenade

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Promoting Cultural Heritage

The ArchSD is a passionate steward of Hong Kong's built heritage, dedicated to conserving the city's iconic landmarks. We are committed to transforming historic buildings into valuable community assets, repurposing them as cultural landmarks that support sustainable development and foster public engagement.

Notable revitalised historic buildings – including Hong Kong Heritage Discovery Centre, Dr. SUN Yat-sen Museum, Hong Kong Court of Final Appeal, Oil Street Art Space, Old Aberdeen Police Station, Woodside Biodiversity Education Centre, Former French Mission Building and Former Kowloon British School – continue to thrive as vibrant, functional spaces. These treasured sites embody Hong Kong's enduring legacy, serving as both living history and dynamic contributors to the city's rich culture. Each project stands as a testament to innovative conservation and the creation of a lasting heritage for future generations.



Hong Kong Heritage Discovery Centre



Dr. SUN Yat-sen Museum

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Engaging the Public



Hong Kong Court of Final Appeal



Oil Street Art Space



Woodside Biodiversity Education Centre



Former French Mission Building



Former Kowloon British School

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Engaging the Public



Heritage Display Wall at FUN Centre, APB Centre

Located at the FUN Centre, visitors can explore key architectural components, traditional building materials, finishes and craftsmanship. Through scanning a dedicated QR code, this feature wall enhances public knowledge of buildings elements commonly found in historic buildings maintained by ArchSD.

Tsinghua University Delegation Visit

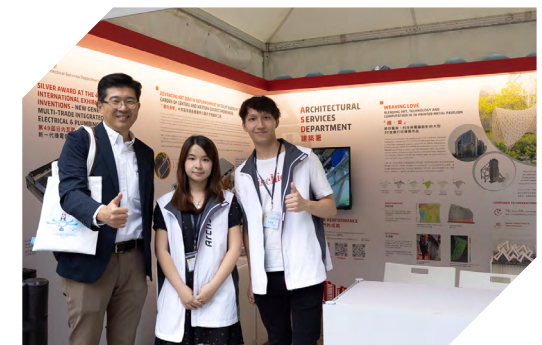
Comprised of the “Explore Hong Kong and Macau” Team and “Net-Zero Carbon Practice” Team, Tsinghua University’s delegation exchanged insights with the ArchSD on circular economy solutions, sustainable city planning and zero-carbon building innovations.



Public Exhibitions



Hong Kong Engineers Week Carnival 2024



InnoCarnival 2024

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Serving our Community

At the ArchSD, we are deeply committed to supporting community wellness through staff volunteering initiatives. To encourage active participation in community service while fostering professional and personal development, we have established the ArchSD Volunteer Service Team. Our dedicated team engages in a wide range of activities addressing the diverse needs of community. These include environmental conservation through countryside and shoreline clean-ups, social outreach programmes bringing joy to elderly residents and people with special needs, youth development via mentorship programmes and charity support for community organisations.



Construction Industry Countryside and Shoreline Clean-up



TWGHs Fong Shu Chuen District Elderly Community Centre Visit



Celebrating Mid-Autumn Festival with the Elderly at TWGHs Jockey Club Healthy Home



Delivering Winter Care to Elderly Neighbours

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In 2024, our colleagues took part in 40 volunteer activities comprising a total of 2 126 hours of community service.

	2022	2023	2024
Total number of hours of staff volunteer service	809	1 462	2 126
Number of volunteers	72	150	176
Number of voluntary projects completed	22	45	40
Number of active Volunteer Service Team Member ^[1]	15	19	31
Number of staff received commendation for voluntary service ^[2]	1	12	19

^[1] Active Volunteer Service Team member is defined as team member contributing more than 20 hours of volunteer service.

^[2] Staff who receives commendation for volunteer service is defined as team member contributing more than 30 hours of volunteer service.