



**CORPORATE
SOCIAL
RESPONSIBILITY
& SUSTAINABILITY
REPORT
2016**

企業社會責任及可持續發展報告



LAWSGROUP
passion for fashion

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ABOUT THIS REPORT

BECAUSE WE CARE

ABOUT THIS REPORT

關於本報告



Being one of the industry leaders, LAWSGROUP has been dedicating extra effort to sustainable management in Environment, People, and Community. As one of the celebrations and corporate initiatives for its 40th Anniversary, LAWSGROUP has launched a 15-year plan as a long-term strategy and action plan to fully implement Corporate Social Responsibility and Sustainability within the whole Group.

This report is the first chapter of the 15-year plan, which starts from “The Challenge” – a stage to revisit, review, and revamp the Group’s existing sustainability policies. The report contains a full year data between January 1 and December 31, 2016 collected from our four streams of business operations: Textile Manufacturing, Sweater Manufacturing, Retail and Property Investment. It highlights the progress of our sustainable management in 2016, and also illustrates the framework of our 15-year plan till 2030.

For news on our sustainability initiatives and further resources, please see our website at www.lawsgroup.com.

羅氏集團作為業界翹楚，一直致力投放額外資源於環境保育、員工發展及回饋社會等三大範疇，以達致可持續發展的企業管理。適逢集團成立四十周年，羅氏集團展開跨越十五年之長期發展策略及執行計劃，進一步推動集團的企業社會責任及可持續發展。

本報告為整個計劃之第一章「挑戰現狀」—首階段將重新審視、檢討並改革集團現有之可持續發展政策。以及匯報由二零一六年一月一日至十二月三十一日期間，集團於時裝針織、毛衫製造、零售及地產四大業務中可持續發展的表現和相關數據，並闡述至二零三零年之十五年發展遠景及框架。

有關羅氏集團之可持續發展及其他資訊，請參閱集團網站 www.lawsgroup.com。

CEO'S STATEMENT

行政總裁致詞



Being in the industry for more than 4 decades, we witnessed the transition and development of Corporate Social Responsibility (CSR) in different countries with our investments. Nowadays companies from all around the world are evolving from simply implementing care initiatives for environment, society and people, to advocating for global solutions to issues in climate change, equality and human rights, education, poverty and more.

To stay at the forefront of this global progress, we decided to launch a 15-year plan to revisit our existing CSR model for a long-term sustainability. This 15-year plan will serve as a blueprint and framework of all our CSR activities till the year of 2030 — from basic low-carbon initiatives to long-term sustainability strategies, CSR will become a fundamental strategic priority of our business moving forward.

In 2016, our Group was recognized by different International Standards and Awards for the success in reducing GHG emissions and conserving Energy and Water Use, there were also different breakthroughs in Charity Event, Talent Development, Culture Promotion and Community Work. All these achievements rely on the close communications and teamwork, and the extra dedications from all departments. I am confident that, with the new 15-year CSR Initiatives, we will be able to evolve further and give back to our people, to our society, and to our world.

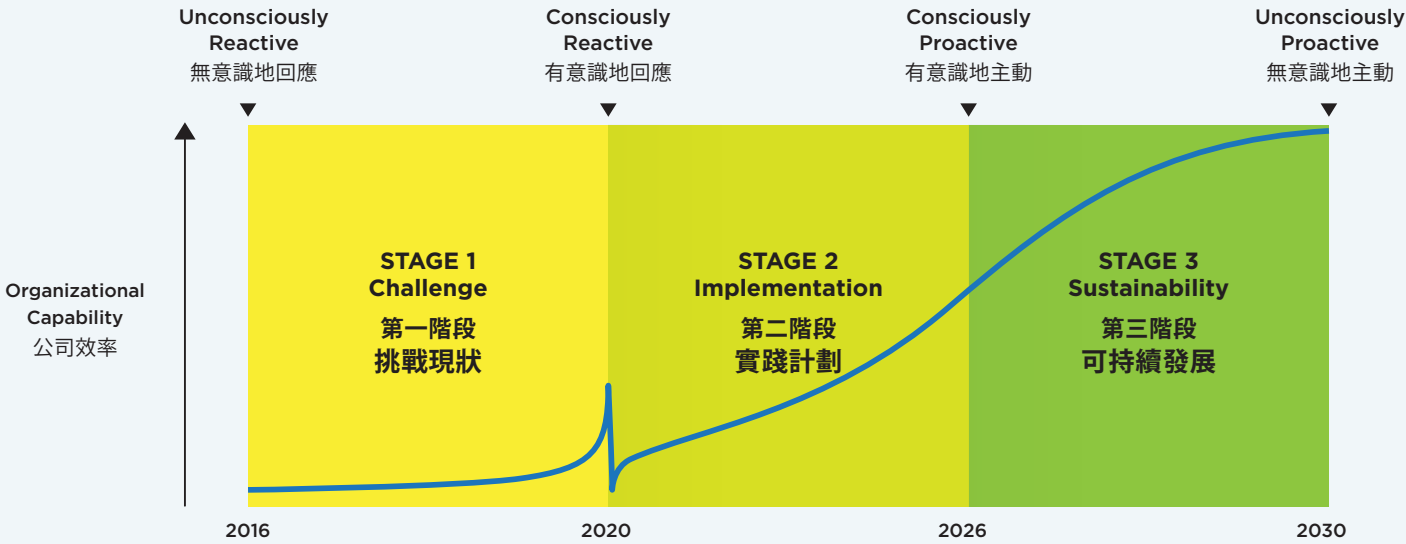
於業界四十多年, 我們透過各地的投資, 見證了企業社會責任於不同國家的轉變和發展。今日, 世界各地的公司都逐漸從簡單地跟隨和實施環境保護、回饋社會和人民等政策, 轉變為倡導如何解決全球氣候變化、平等與人權、教育及貧窮等方面的問題。

為了與時並進, 我們決定推出一項為期十五年的計劃, 重新審視集團現有的企業社會責任模式, 改善並制定一套更長遠及可持續發展的方案, 作為2030年前集團的企業社會責任範疇、藍圖與框架 — 從基本的減碳排放措施, 到長期的可持續發展策略, 企業社會責任將逐步成為我們集團業務上的重點策略與根基。

Bosco Law
羅正杰

“IT’S TIME TO CHALLENGE THE STATUS QUO”
「是時候挑戰現狀」

The 15-year Sustainability Plan
十五年可持續發展計劃



Systemic Challenge
系統性挑戰

- Review and revisit current sustainability plan, policies and facilities
 - Create new sustainability vision, targets, measures and policies
 - Translate vision into action, embed sustainability into operational units, and relinquish central control
 - Evaluate results delivery and calibrate the sustainability plan
 - Anticipate future needs, build long-term partnerships, and foster innovation
- 重新審視現有企業社會責任之計劃、政策與設施
- 創立新的企業社會責任願景、目標、措施與政策
- 將願景轉化成行動, 並將社會企業責任由中央管理轉至植入於營運部門中直接執行
- 檢視政策效益及結果, 並作出適當調整
- 預視將來需要, 建立長遠合作關係並推動改革創新

Vernacular
簡單闡明

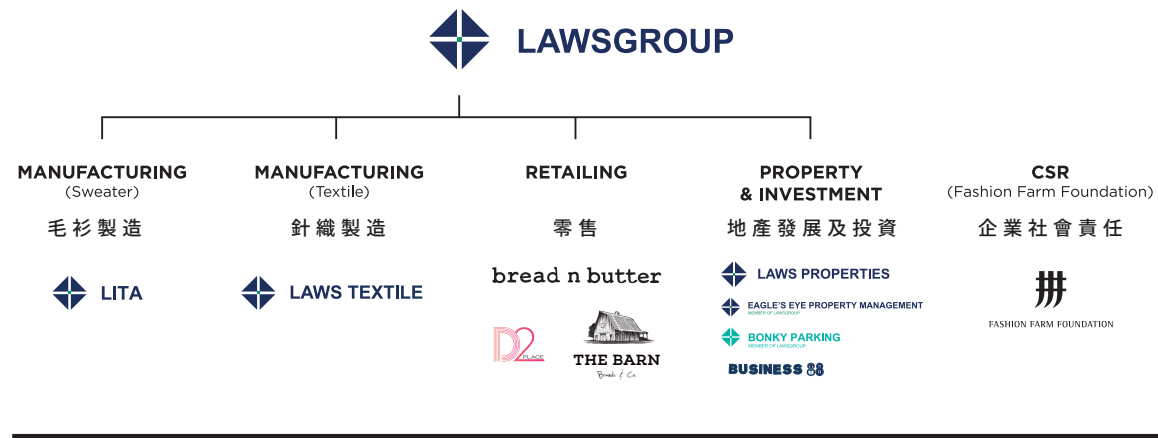
Data 數據 ▶ Information 信息 ▶ Knowledge 知識 ▶ Insight 見解 ▶ Foresight 遠見

BUSINESS OVERVIEW

公司背景



4 CORE BUSINESSES 四大業務



Founded in 1975, LAWSGROUP has soon become one of the leading apparel manufacturers in the world and stands as a major player in the industry for decades. As one of the leading suppliers to the world renowned fashion labels, LAWSGROUP builds its reputations on optimizing cost, quality and turnaround time in today's fashion markets.

With its success in the supply chain management solutions, LAWSGROUP has further expanded its businesses and investments to Retail and Property Development in the 1980s, including but not limited to the operations of chained fashion and lifestyle boutiques, development and management of Shopping Malls, Office Buildings, Parking Lots, Co-working Spaces and Serviced Offices, and other global investments.

LAWSGROUP currently employs more than 20,000 staff, with offices, factories and retail shops around the world.

羅氏集團創立於一九七五年，並迅速奠定於業界的領導地位，與多個國際知名時裝品牌合作超過四十年。作為業界領先的成衣生產商及供應鏈管理者，羅氏集團致力優化生產成本、品質及生產周期，以滿足現今時裝市場之需求。

建基於供應鏈的成功，羅氏集團於八十年代開始進一步擴展業務版圖至零售業及地產發展，包括並不限於經營連鎖時裝品牌及生活百貨；商場、寫字樓、停車場、共用工作空間及服務式辦公室之營運與管理；以及其他國際性投資等。

羅氏集團現時擁有逾20,000名員工，分佈於全球多個辦公室、廠房及零售商舖。



CORPORATE CULTURE

企業文化



VISION
願景

To have LAWSGROUP apparel in every closet
將羅氏集團的衣服帶到每一個衣櫃內

MISSION
使命

To become a premier global fashion conglomerate, with a relentless approach to innovation, design, and quality
憑藉對創意、設計及品質的執著，成為頂尖的國際時裝集團

VALUES
核心價值

HAPPINESS
快樂
Positive Thinking with Strong Passion
積極思維與熱忱

INTEGRITY
誠信
High Ethics with Effective Communications
良好職業操守及有效溝通

TEAMWORK
團隊精神
Group Cohesiveness
企業凝聚力



GLOBAL PRESENCE

國際足跡

4
CORE BUSINESSES
主要業務

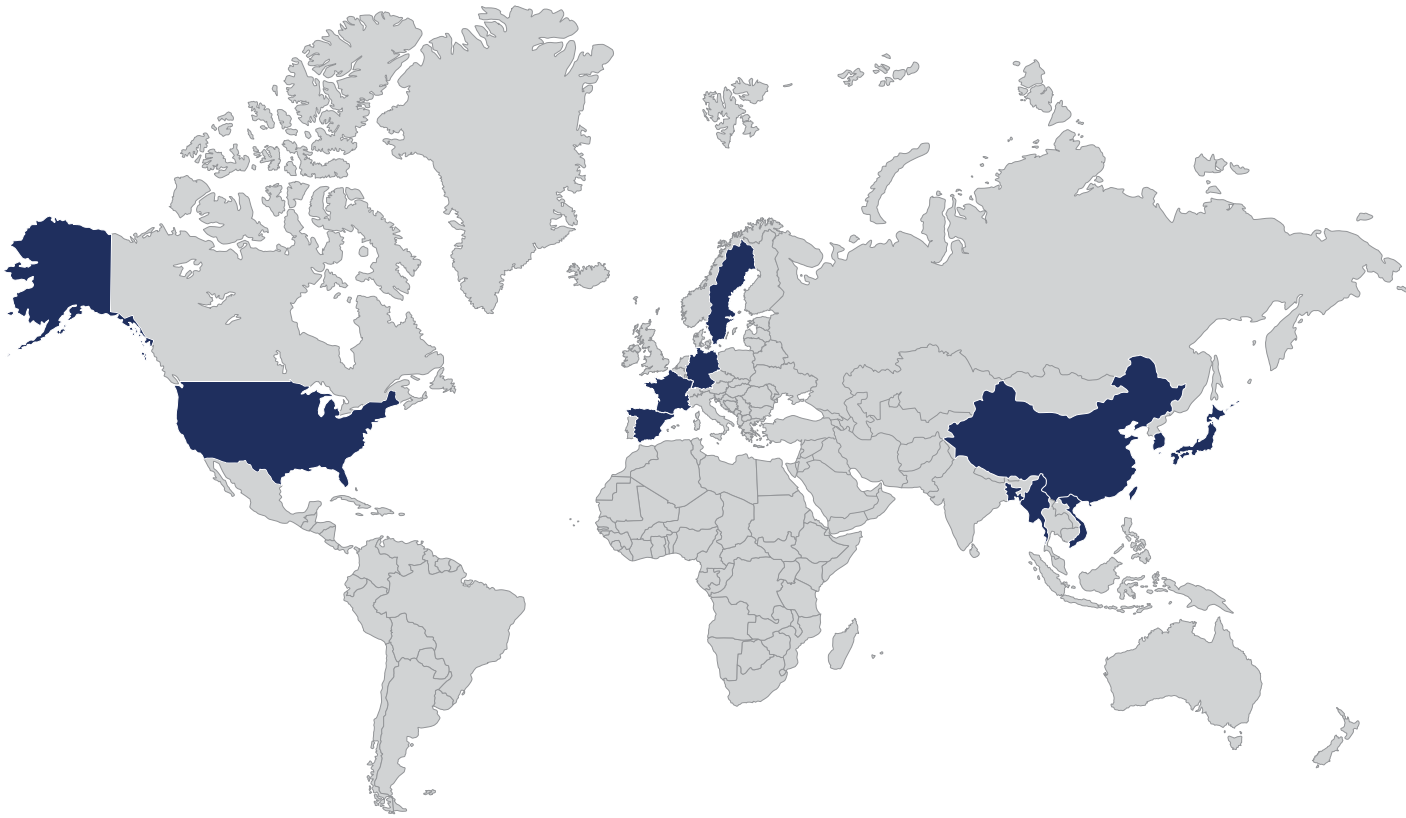
1
VISION
願景

14
COUNTRIES/REGIONS
國家/地區



20,000+
STAFF
員工

SINCE
創自
1975



USA
美國



SPAIN
西班牙



FRANCE
法國



GERMANY
德國



SWEDEN
瑞典



BANGLADESH
孟加拉



MYANMAR
緬甸



VIETNAM
越南



MACAU
澳門



HONG KONG
香港



CHINA
中國



TAIWAN
台灣



SOUTH KOREA
韓國



JAPAN
日本

OUR CSR MISSION

企業社會責任使命



TOGETHER
FOR A
BETTER
FUTURE

LAWSGROUP has been dedicated and committed to its Corporate Social Responsibility (CSR) to creating a harmonious business environment, and maintaining a high ethical standard of operations in its manufacturing facilities for more than three decades.

Over the years, LAWSGROUP lives up to their CSR Initiatives with strong commitment by supporting the development of fashion industry, funding charitable causes, promoting sustainability, ensuring a safe and fair workplace, and nurturing new talents.

The Group has also launched its first charity fund in 1987, with over US\$27 million of donations in setting up schools and scholarships in Hong Kong, China and the United Kingdom, together with charity undertakings to promote Art, Culture, Design, Creativity and Innovations.

Today, with a more diversified business portfolio, LAWSGROUP has put CSR as its fundamental strategic priority and further refined it into 4 Core Strategic Aims for a long-term and sustainable growth.

羅氏集團一直承諾並實踐企業社會責任超過三十年，力求創造和諧的營商環境，以及合乎高道德標準的製造設施。

多年來，羅氏集團於各個範疇致力推行企業社會責任，包括支持服裝業發展、資助慈善活動、促進可持續發展、確保安全與公平的工作環境以及培育新的人才。

集團更於1987年成立首個慈善基金，至今共捐出2千7百萬美元於香港、中國內地及英國成立學校及獎學金，以及支持多個推動藝術、文化、設計、創意及創新發展等慈善項目。

時至今日，隨著更廣泛的業務發展，羅氏集團將企業社會責任定性為集團的核心基礎，並規劃出四大策略目標，以達致長遠及可持續的發展。

4 CORE STRATEGIC AIMS

四大策略目標





MINIMIZING ENVIRONMENTAL FOOTPRINT

減少環境足跡

MINIMIZING ENVIRONMENTAL FOOTPRINT

減少環境足跡



LAWS TEXTILE (Textile Group)

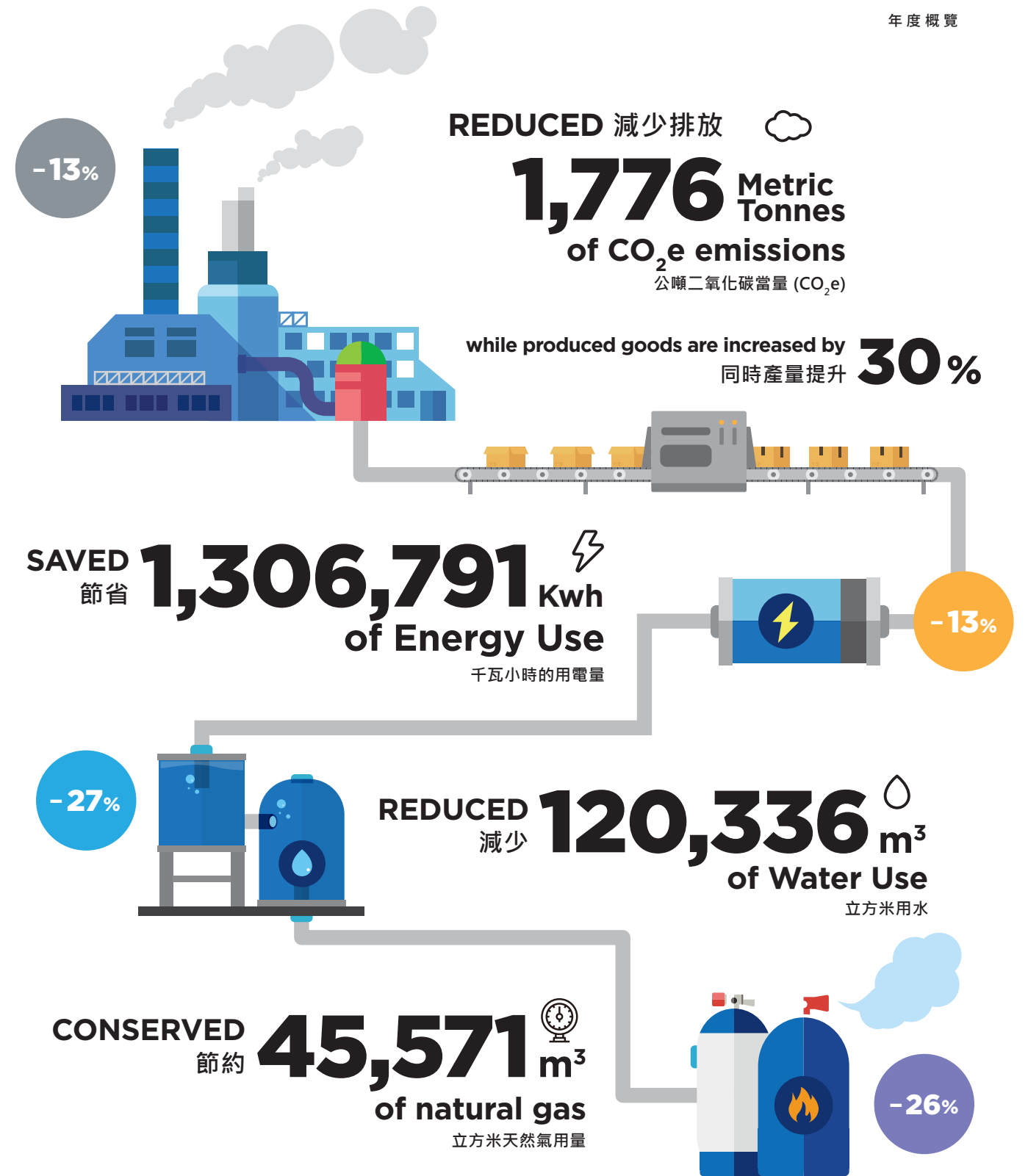
LAWS TEXTILE is one of the leading apparel manufacturers in the world with an annual production capacity of over 150,000,000 pieces. LAWS TEXTILE has multiple manufacturing plants in China, Vietnam and Myanmar and is certified with the ISO 14001 Environmental Management System since 2004. The factories are awarded with LCMP Gold label by WWF and are also complied with other international standards such as SA 8000, GSV, GOTS, SQP and WCA, in recognition of their chemical control, fire & structural safety, and protection against child labour, etc.

作為全球服裝製造業的其中一個領導者，羅氏紡織的年產量高達150,000,000件。現時羅氏紡織於中國、越南及緬甸設有多個廠房，自2004年已獲環境管理系統 ISO 14001 的認證。同時廠房亦被世界自然基金（WWF）頒發低碳製造計劃（LCMP）金獎，以及符合其他國際標準包括 SA 8000, GSV, GOTS, SQP 及 WCA，認可其化學品之管制、消防與結構之安全以及禁止使用童工政策等。



ANNUAL OVERVIEW

年度概覽



MINIMIZING ENVIRONMENTAL FOOTPRINT

減少環境足跡



ENERGY SAVING FROM SEWING MACHINES
從縫紉機中節能

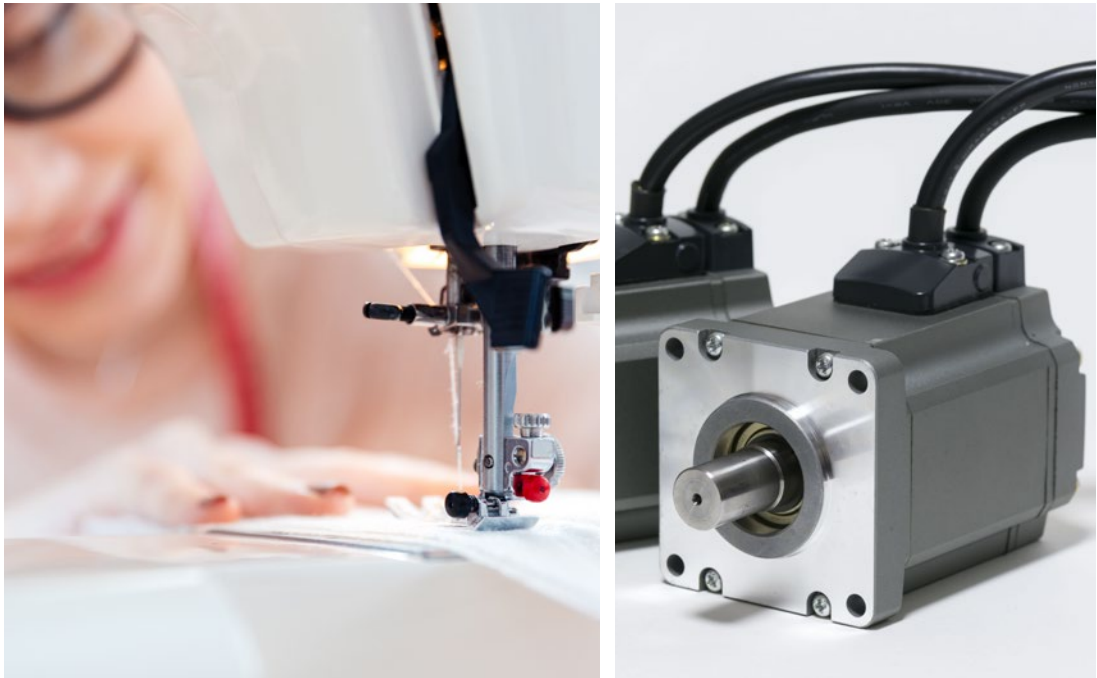
REDUCED 減少 ⚡☁

463,000 Kwh of energy use
千瓦小時的用電量

301.4 metric tonnes of CO₂e emissions
公噸二氧化碳當量 (CO₂e)之排放

Replaced traditional Clutch Motors with Servo Motors in sewing machines, which saved 79.7% (or 463,000 Kwh) of energy use and reduced 301.4 metric tonnes of CO₂e emissions.

以直流伺服節能馬達取代傳統離合馬達, 每年節省79.7% (或 463,000千瓦小時)的用電量, 並同時減少排放301.4公噸二氧化碳當量 (CO₂e)。



ENERGY SAVING FROM LED LIGHTING
從LED燈中節能

REDUCED 減少 ⚡☁

204,880 Kwh of energy use
千瓦小時的用電量

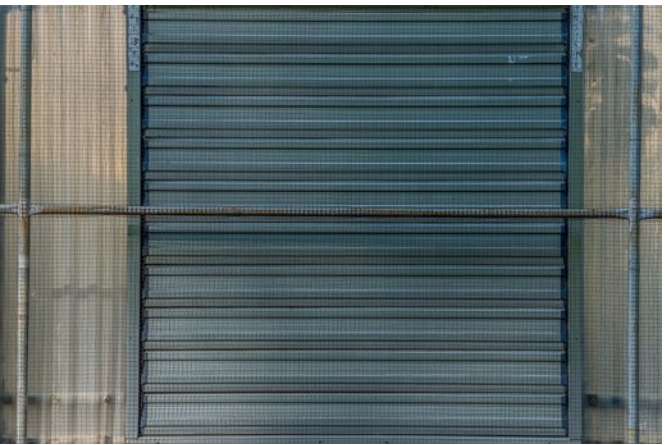
133.4 metric tonnes of CO₂e emissions
公噸二氧化碳當量 (CO₂e)之排放

Replaced 28W T5 fluorescent tubes with 16W LED lighting which reduced energy use by 42%. At the same time, traditional 250W light bulbs were replaced with 110W LED lamps and saved 56% of energy use. Altogether it saved 204,880 Kwh of electricity and reduced CO₂e emissions by 133.4 metric tonnes.

以16W LED燈取代普通的28W T5燈管節省用電達42%, 同時以110W LED燈取代傳統式的250W燈泡節能56%。整體總共節省204,880千瓦小時的用電量, 並減少排放133.4公噸二氧化碳當量 (CO₂e)。



ENERGY SAVING FROM EVAPORATIVE COOLING PAD
從水簾降溫系統中節能



REDUCED 減少 ⚡☁

210,000 Kwh of energy use
千瓦小時的用電量

141 metric tonnes of CO₂e emissions
公噸二氧化碳當量 (CO₂e)之排放

Installed Evaporative Cooling Pad and saved 39% (or 210,000 Kwh) of energy use, as compared to traditional air-conditioned workspace. At the same time it reduced 141 metric tonnes of CO₂e emissions.

安裝水簾降溫系統, 相比傳統式冷氣工作空間節省能源39%(或 210,000千瓦小時的用電量), 同時減少排放141公噸二氧化碳當量 (CO₂e)。

MINIMIZING ENVIRONMENTAL FOOTPRINT

減少環境足跡



RESOURCES SAVING FROM STEAM RECYCLING SYSTEM 從蒸汽回收系統中節省資源



Adopted Steam Recycling System to fully utilize the heat and steam produced. At the same time, it helped condensating water back to the boiler and reduced coal and water consumption.

安裝蒸汽回收系統，利用蒸汽餘熱輔助加熱鍋爐水，同時回收高溫冷凝水以減少煤炭及水的使用。

HEAT LOSS REDUCED BY ISOLATORS 利用隔熱物料減少熱能流失

All the steam pipes are wrapped with heat isolators to minimize heat and steam loss, which indirectly reduced energy use and CO₂e emissions from the boiler.

將所有蒸汽管道包上隔熱棉以減少熱能流失及蒸汽損耗，並間接減少鍋爐的耗能及二氧化碳當量排放。



MINIMIZING ENVIRONMENTAL FOOTPRINT

減少環境足跡



ENERGY SAVING FROM STEAM WASHERS

利用蒸汽乾洗機節能

Adopted new Steam Washers with combined washing and drying processes to reduce energy consumption and operation time. All Steam Washers are connected with individual valves to minimize steam loss and energy consumption.

使用新型蒸汽乾洗機，合併清洗及烘乾程序以節能及操作時間。同時所有蒸汽乾洗機均接上獨立閥門，減少不必要的蒸汽流失及能源損耗。



REDUCED EMISSIONS BY SOLAR HOT WATER SYSTEM

利用太陽能熱水器減排

REDUCED 減少 ☁

413 metric tonnes
of CO₂e emissions
公噸二氧化碳當量 (CO₂e) 之排放



Solar Hot Water System was installed in staff residence. The total 714m² of solar panel helped reducing 413 metric tonnes of CO₂e emissions.

於員工宿舍安裝太陽能熱水器，共714平方米的太陽能板有效減少413公噸二氧化碳當量 (CO₂e) 之排放。

REDUCED MANPOWER FROM AUTOMATIC CUTTING MACHINES

以自動裁床減省人力



Adopted advanced Gerber Automatic Cutting Machines, which not only improved cutting accuracy and product quality, but also reduced potential yield loss and 40% of manpower.

引入先進的Gerber自動裁床設備，不但大大提高剪裁的精確性及改善產品品質，更可減低產量損失及節省40%的人力。

IMPROVED PRODUCTIVITY BY AUTOMATIC HANGER SYSTEM

利用自動吊掛系統提升產量



Automatic Hanger System was installed to improve logistics between different working stations, and the overall productivity and efficiency.

引進自動吊掛系統，不但改善貨物於不同生產流程之轉運，更提升整體產量及工作效率。

MINIMIZING ENVIRONMENTAL FOOTPRINT

減少環境足跡



ENERGY SAVING BY AIR SUCTION SYSTEM 以壓縮空氣風咀節能

REDUCED 減少 
70 metric tonnes
of CO₂e emissions
公噸二氧化碳當量 (CO₂e) 之排放



All sewing machines are integrated with compressed air suction system, replacing individual motors to extract unnecessary threads. It saved 35% of energy use and 70 metric tonnes of CO₂e emissions.

所有縫紉機均裝上壓縮空氣吸咀，取代獨立小型馬達抽取多餘線頭。一共節省35%用電量並減少 70公噸二氧化碳當量 (CO₂e) 之排放。

WATER SAVING BY WATER RECYCLING SYSTEM 利用污水循環系統減少用水

Adopted Water Recycling System which recycles water collected from washing machines and domestic sewage for flushing toilet use, saving 1,700 tonnes of water every year.

安裝污水循環系統，收集來自洗衣房及其他生活污水，經循環過濾後用於沖洗廁所馬桶。每年共節省1,700公噸之用水。



IMPROVED ENERGY EFFICIENCY BY USING HUMAN SENSOR 利用人體感應提升能源效益

Installed LED lighting with human sensor along different passages to improve energy efficiency.

於走廊通道安裝人體感應LED燈以提升能源效益。



AWARDS & ACCOLADES

獎項及認證

Over the years, LAWS TEXTILE has been dedicating extra resources to fulfill and comply with different International Standards in Environmental Protection, Chemical Control and Sustainability:

多年來，羅氏紡織一直投放額外資源以確保符合環境保護、化學品管制與可持續發展的不同國際標準：



WWF LCMP Gold Award



GOTS Certificate



GOTS Certificate



ISO 14001:2004 Certificate



ISO 14001:2004 Certificate



SA 8000:2008 Certificate



SA 8000:2008 Certificate



WCA Award



WCA Award



GSV Certificate



GSV Certificate



Social Insurance Award



Labor Union Award



Tax Award

MINIMIZING ENVIRONMENTAL FOOTPRINT

減少環境足跡



LITA (Sweater Group)

As a key player in Knitted Sweater Manufacturing, LITA is one of the pioneers which fully utilizes computerized knitting machines in the manufacturing process. With over 250,000 sqm site coverage of manufacturing plants in both China and Bangladesh, LITA's total annual production capacity is over 48,000,000 pieces. On top of that, two new factories in Bangladesh and Vietnam will start production in 2017/2018.

LITA is certified with the ISO 14001 Environmental Management System and the Social Accountability 8000 (SA 8000) International Standards. It is also recognized by WWF with the Platinum Label under the Low Carbon Manufacturing Programme (LCMP) – the highest level of award within the scheme. In addition, LITA received other awards and accolades such as the Hong Kong-Guangdong Cleaner Production Partner Recognition Scheme, P.A.C.E. by GAP, ISO 9001 and more.

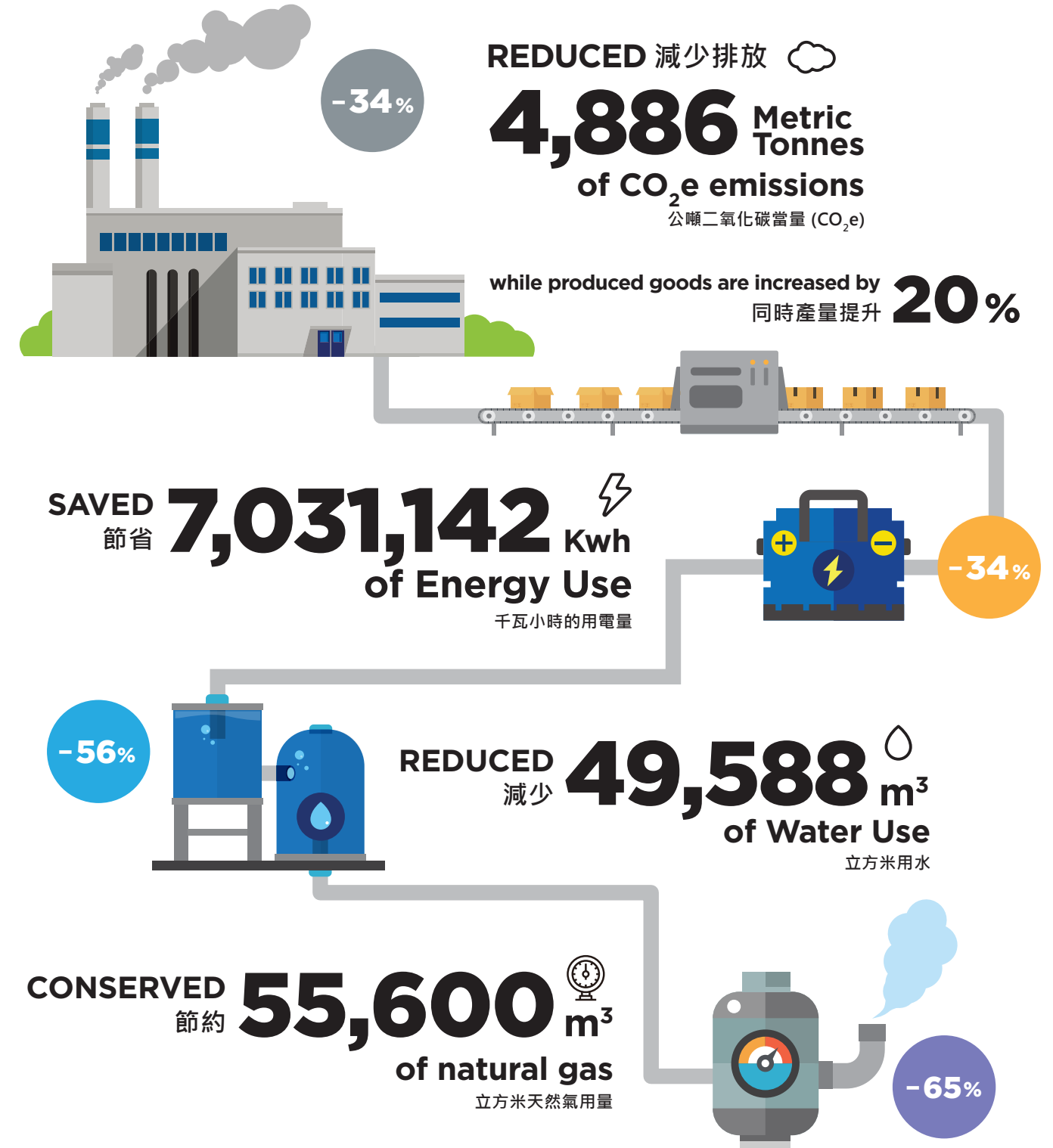
作為毛衫製造業的領導者，永維織造是其中一間全面使用電腦化編織機的生產商。於中國內地和孟加拉擁有佔地共250,000平方米的工業園以及超過48,000,000件之總年產量。除此之外，兩間位於孟加拉與越南的新廠房亦將於2017/2018年開始投產。

永維織造獲得環境管理系統 ISO 14001與及社會責任標準SA8000等國際認證。廠房同時被世界自然基金會(WWF)頒發低碳製造計劃(LCMP)最高級別的白金獎，以及合符其他國際標準包括「粵港清潔生產伙伴標誌計劃」、GAP的「P.A.C.E計劃」及ISO 9001等。



ANNUAL OVERVIEW

年度概覽



MINIMIZING ENVIRONMENTAL FOOTPRINT

減少環境足跡



ENERGY SAVING FROM SOLAR HOT WATER SYSTEM
利用太陽能熱水器節能

REDUCED 減少 ⚡ ☁

630,000 Kwh
of energy use
千瓦小時的用電量

450 metric tonnes
of CO₂e emissions
公噸二氧化碳當量 (CO₂e)之排放



Solar Hot Water System was installed in staff residence, which saved 630,000 Kwh of energy use and reduced 450 metric tonnes of CO₂e emissions.

於員工宿舍安裝太陽能熱水器，幫助節省630,000千瓦小時的用電量以及減少450公噸二氧化碳當量 (CO₂e) 之排放。

EMISSIONS REDUCTION BY NEW BOILER SYSTEM
以新熱水系統減排

REDUCED 減少 ⌚ ☁

30% of CO₂e emissions
二氧化碳當量 (CO₂e)之排放



Replaced traditional boiler with Air-to-water Heat Pump, which conserved 30,000m³ of natural gas and reduced 30% of CO₂e emissions in comparison.

以空氣源熱泵熱水器取代傳統的熱水鍋爐，節省30,000立方米的天然氣並相對減少30%二氧化碳當量 (CO₂e)之排放。

REDUCED EMISSIONS BY NEW WEAVING MACHINES
利用新型織機減少排放

REDUCED 減少 ⚡ ☁

50% of CO₂e emissions
二氧化碳當量 (CO₂e)之排放



Adopted new weaving machines which comparatively conserved more than 40% of energy use and reduced 50% of CO₂e emission in the manufacturing process.

改用新型織機，於生產流程中節省超過40%能源耗量並相對減少50%二氧化碳當量 (CO₂e)之排放。

IMPROVED PRODUCTIVITY BY AUTOMATIC HANGER SYSTEM
以自動吊掛系統提升產量



Installed Automatic Hanger System, which not only enhanced the Workshop Floor Efficiency by 50%, but also improved the Overall Productivity by 15%.

引進自動吊掛系統，不但將工作間樓面利用率提升50%，更把整體產量增加15%。

MINIMIZING ENVIRONMENTAL FOOTPRINT

減少環境足跡



ENERGY SAVING FROM NEW AIR COMPRESSOR
以新空壓機節省能源耗量


REDUCED 減少 
30% of energy use
用電量



Replaced Piston Air Compressor with the more efficient Rotary-screw Compressor, which saved more than 30% of energy use.

以較高效能的螺桿式空壓機取代活塞式空壓機，節省超過30%用電量。

ENERGY SAVING BY LED LIGHTING
利用LED燈節省用電

REDUCED 減少 
951,552 Kwh
of energy use
千瓦小時的用電量



Replaced 4,000 pieces of 36W T8 fluorescent tubes with 2,000 pieces of 16W LED lighting, which saved 951,552 Kwh of electricity.

以2,000支16W LED燈取代4,000支36W T8燈管，節省用電量達951,552千瓦小時。

RESOURCES SAVING FROM STEAM RECYCLING SYSTEM
利用蒸汽回收系統節省資源



Adopted Steam Recycling System to fully utilize the heat and steam produced. At the same time, it helped condensating water back to the boiler and reduced total coal and water consumption.

安裝蒸汽回收系統，利用蒸汽餘熱輔助加熱鍋爐水，同時回收高溫冷凝水以減少煤炭及水的總使用。

IMPROVED WORK EFFICIENCY FROM BUILDING DESIGN
從大樓設計提升效率



Buildings are connected by bridges to enhance inter-department logistics and improve overall Work Efficiency.

於各大樓之間興建天橋，縮短各部門的運作距離並提升整體工作效率。

AWARDS & ACCOLADES

獎項及認證

With its extra effort in Carbon Emissions Reduction, Energy Conservation and Chemical Management, LITA is awarded with the highest level of “Platinum Label” under the WWF’s LCMP Scheme, together with other international standards.

憑著減少碳排放、節約能源與化學品管理上的努力，永維織造被世界自然基金會(WWF)頒予「低碳製造計劃(LCMP)」中的「白金」最高認證，以及其他國際認可。



WWF LCMP Platinum Award



ISO 14001:2004 Certificate



ISO 9001:2008 Certificate



SA 8000:2008 Certificate



SA 8000:2008 Certificate



Pure New Wool Certificate



Wool Rich Blend Certificate



HK-GD Cleaner Production Excellent Partner



Apart from the manufacturing facilities, LAWSGROUP's Hong Kong Headquarters at Laws Commercial Plaza is also certified with WWF's Low Carbon Office Operation Programme (LOOP), in which the overall CO₂e emissions and average CO₂e emissions per staff in 2016 were both reduced by 1.54% and 3.15% respectively.

除了製造業設施，羅氏集團位於羅氏商業廣場的香港總部亦獲得世界自然基金(WWF)「低碳辦公室計劃(LOOP)」的認證。當中以2016年二氧化碳當量(CO₂e)之排放量計算，集團香港總部的整體數值與員工的平均值分別下調 1.54% 及 3.15%。





COMMITTING TO PEOPLE & WORKPLACE

對人才及工作環境的承諾

COMMITTING TO PEOPLE & WORKPLACE

對人才及工作環境的承諾



OUR PEOPLE COME FIRST

CORPORATE CORE VALUE

集團核心價值

HAPPINESS 快樂

- Positive thinking
積極思維
- Passion
熱忱



INTEGRITY 誠信

- Ethics
良好職業操守
- Effective Communication
有效溝通

TEAMWORK 團隊精神

- Group Cohesiveness
企業凝聚力

HIT LOGO DESIGN CONCEPT HIT 標誌設計理念



- “h i t” in lower case and script font type to show an energetic image with passion for fashion.
- The Letter “i” resembles a human figure, representing our staff upholding the corporate core values of “Happiness, Integrity and Teamwork”, and our emphasis on human capital.
- An empty “i” implies the message of “empty your cup” - reminding our staff to embrace changes positively and learn something new with an open mind.
- 以細階字母及腳本字體“h i t”表達羅氏集團的活力以及對時尚的熱忱。
- “i”字母設計為人形圖案，顯示出公司以人為本的精神，並帶出公司員工需要秉承「快樂、誠信及團隊精神」之企業文化。
- 空心的“i”字母更有「空杯心態」的含意，提醒員工要時常保持積極正面的態度，虛心學習並接受新事物。

COMMITTING
TO PEOPLE &
WORKPLACE

對人才及工作環境的承諾



As emphasized in the “HIT Culture”, Lawsgroup puts human capital as first priority and devotes extra effort and resources in Recruiting, Developing and Retaining staff.

正如「HIT 文化」指出，羅氏集團重視員工，以人為本，因此投放大量資源於招聘、培育及保留人才。



RECRUIT TALENTS
招攬人才

- Clear Career Perspective
- Competitive Package and Staff Benefits
- Seeding in Educational Institutions
- Management Trainee Programme

- 清晰明確的工作目標
- 具競爭力的薪酬和福利
- 與不同教育機構合作實習計劃
- 管理培訓生計劃

DEVELOP & MOTIVATE TEAMS
培育及激勵團隊

- Internal Training Programmes
- HIT Training
- “The Leadership Challenge” Training
- i-Program
- Team Building Campaigns
- Qualifications Framework (QF)
- Mid-year and Annual Performance Reviews

- 內部培訓計劃
- HIT企業文化培訓
- 《領導力》培訓
- i-Program 自學計劃
- 團隊凝聚活動
- 資歷架構 (QF)
- 年中與年度表現評核與薪酬檢討

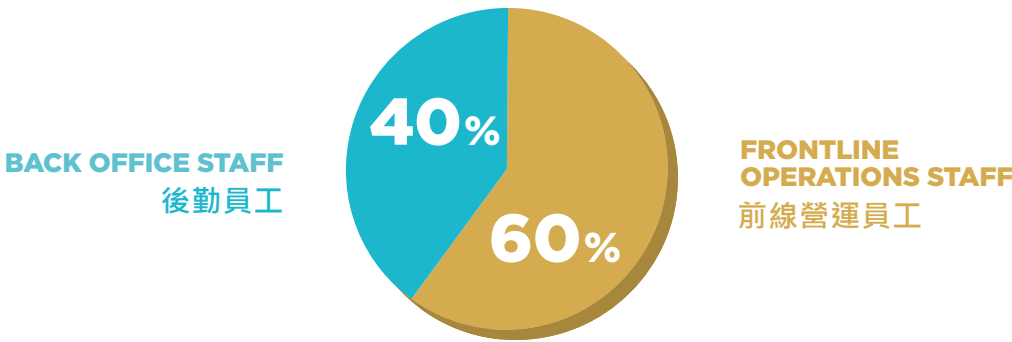
RETAIN HUMAN CAPITAL
保留人才資本

- Happy, Safe and Healthy Working Environment
- Willingness to listen to Staff’s feedback and revert
- Flexible Working Hours
- Corporate Branding
- Employee Relations

- 快樂、安全及健康的工作環境
- 願意聆聽並回應員工的意見
- 彈性的工作時間
- 企業品牌
- 僱員關係活動

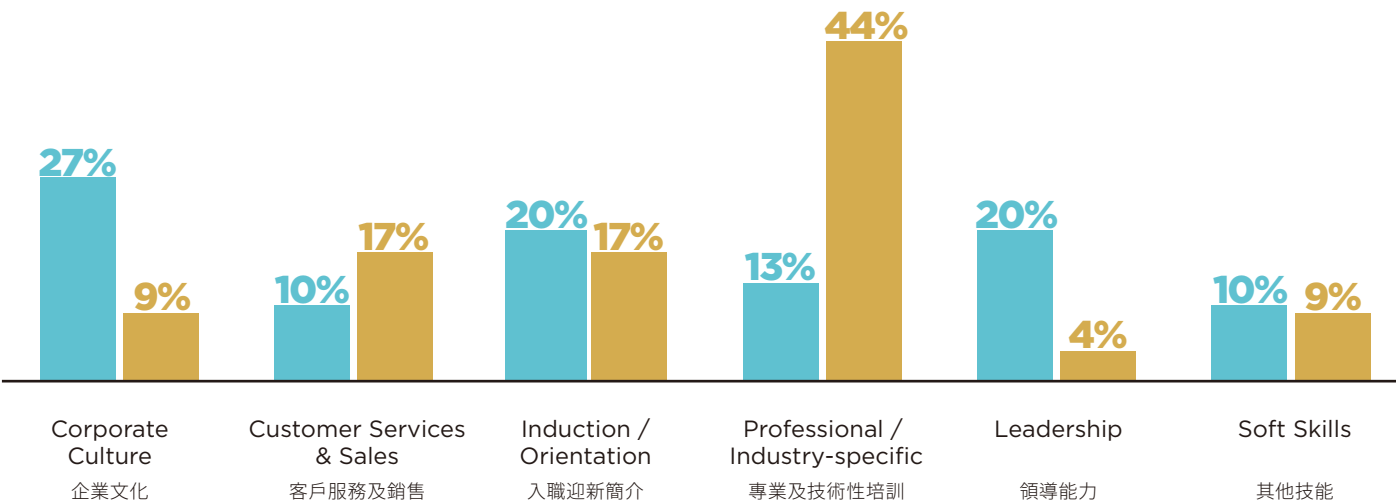
One of the key People Development initiatives is to motivating staff and devoting resources to Continuous Learning. In 2016, a total of **77** internal training programmes were organized, in which 40% were designed for Group Back Office staff and 60% for Frontline Operations Staff (Factories & Retail Shops):

其中一個關鍵的人才發展策略是投入資源並鼓勵員工持續學習及發展。集團於2016年一共舉辦了**77**個內部培訓計劃，其中四成為後勤員工而設，另外六成則為前線員工而設（包括工廠及零售商店）：



All internal training courses and programmes are tailor-made for different staff based on their Positions, Seniority, and Job Responsibilities:

所有內部培訓計劃及課程均是按不同員工的職位、資歷與工作職責等度身而設：



COMMITTING
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WORKPLACE

對人才及工作環境的承諾



One of the core training programmes is “The Leadership Challenge” (TLC), founded by Jim Kouzes and Barry Posner in 1982, highlighting five fundamental practices emerging to leadership achievements which are in-line with our “HIT Culture”:

其中一個核心培訓計劃為「TLC領導力」，由Jim Kouzes和Barry Posner於1982年創立。當中倡導的優秀領導者五大特質與羅氏集團的「HIT 文化」不謀而合：

HIT CORE VALUES	TLC PRACTICES
<div>HAPPINESS 快樂</div> <div><ul style="list-style-type: none">• Passion at work• Proactiveness• Stay Positive when facing Challenges• 對工作熱忱• 主動性• 面對挑戰時保持積極態度</div>	<div></div>
<div>INTEGRITY 誠信</div> <div><ul style="list-style-type: none">• Honesty• Ethical and Effective Communications• 誠信• 良好職業操守及有效的溝通</div>	<div></div>
<div>TEAMWORK 團隊精神</div> <div><ul style="list-style-type: none">• Team Cohesiveness• 團隊凝聚力</div>	<div></div>

HIT LEADERSHIP TRAINING
HIT 領導力培訓

Since 2012, LAWSGROUP has started “HIT Leadership Training” with over 20 programmes organized for all staff, including seminars, interactive workshops, sharing sessions, group outing and team building events. Starting from 2014, the training has been strengthen by adopting “The Leadership Challenge” materials, with other internal collaterals to enhance and reinforce the training results.

自2012年，羅氏集團開展了「HIT領導力培訓」計劃，為所有員工舉辦了超過20項培訓課程，包括研討會、互動工作坊、分享會、考察團及團隊凝聚活動等。而由2014年開始，集團更選用了「TLC領導力」的材料加強培訓，並配合不同內部宣傳品加強培訓效果。



2012 - HIT Training



2013 - HIT the Future



2014 - HIT on Fire



2015 - HIT with TLC



2016 - HIT @ Dialogue Experience

Post-training Follow-up
培訓後跟進

- Recap & Review
 - Sharing Sessions
 - Feedback Collection
- 概要回顧及評估
 - 分享會
 - 收集意見

COMMITTING TO PEOPLE & WORKPLACE

對人才及工作環境的承諾



QUALIFICATION FRAMEWORK PROGRAM (QF) 資歷架構 (QF) 計劃

For the long-term development of operations staff, LAWSGROUP has joined in the Qualification Framework (QF) Program, organized by the HKSAR government. Staff with certain seniority will be enrolled for the Recognition of Prior Learning (RPL) assessment and receive formal recognition for their knowledge, skills, and experiences acquired beyond pure academic training. In 2016, a total of 25 retail frontline staff successfully received QF Level 3 and Level 4 recognitions.

為照顧前線員工的長期發展，羅氏集團參加了香港特別行政區政府推出的資歷架構 (QF) 計劃。為具有一定資歷的員工進行「過往資歷認可 (RPL)」，評估他們對行業的知識、技能及經驗，讓他們得到傳統學術培訓以外的專業認可資格。而於2016年，羅氏集團共有25名前線人員取得QF 第3級和第4級認證。



Staff recognized by the Qualification Framework Program
於「資歷架構」計劃獲取專業認可資格的員工



LAWSGROUP's CEO Mr. Bosco Law also sits in the Industry Training Advisory Committee to help promoting the program within the industry
集團行政總裁羅正杰先生亦親身參與「資歷架構」服行業培訓諮詢委員會，推動計劃於業界之發展



資歷架構
Qualifications
Framework

MANAGEMENT TRAINEE PROGRAM 管理培訓生計劃



The Management Trainee Program is designed to accelerate the growth of potential university graduates and train them up to middle management within the Group's manufacturing unit in mainland China. The whole program scratches for 24 months. Every trainee will have equal opportunities to rotate among different departments, and receive on-the-job training and mentoring by senior staff to get familiarized with the business culture and operations.

The Management Training Program Committee is monitored by different business departments including representatives and mentors from Manufacturing Operations, Human Resources, Learning & Development to facilitate the training progress and assessment.

管理培訓生計劃旨在栽培應屆大學畢業生，並把他們集中訓練成中層管理人員，負責集團位於中國內地的製造業務。整個課程為期24個月，每個學員均會輪流到不同部門實習，並由高級員工在工作培訓及指導，令他們更快熟悉行業文化和營運模式。

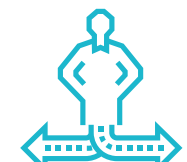
整個計劃由來自不同部門代表組成的督導委員會負責，包括製造業、人力資源部、學習及培訓部，以促進工作評估及培訓進度。



INDUCTION
入職



JOB ROTATION
交替職務



FINAL PLACEMENT
最終職位安排

24 months 二十四個月

- Orientation
- Familiarization with Business & Corporate Culture
- 迎新簡介
- 熟習營運模式及企業文化

- Job rotation to different core business departments
- Competency-based development program
- Comprehensive understanding of business structure and operations
- 於不同核心部門交替工作
- 能力導向發展計劃
- 透徹了解業務架構和營運模式

- Attachment with assigned business units for in-depth learning and development
- 被安排到附屬業務單位並深化學習及發展

COMMITTING TO PEOPLE & WORKPLACE

對人才及工作環境的承諾



PERSONAL ADVANCEMENT & CAREER ENHANCEMENT (P.A.C.E.) PROGRAM

個人提升與職業發展 (P.A.C.E.) 計劃

Initiated by one of our key clients GAP, the P.A.C.E. Program is targeting female factory workers, with the aim to help them gaining the skills and confidence they need to advance at work and in life. In 2016, there was a total of 31,230 hours of training in the following areas. LAWSGROUP's P.A.C.E. Team also received "The Best Communications Award" and was invited to host the P.A.C.E. seminar for the Greater China Area.

- Communications
- Problem Solving & Decision Making
- Time & Stress Management
- Water, Sanitation & Hygiene
- General & Reproductive Health
- Execution Excellence
- Financial Literacy
- Legal Literacy

由集團其中一個主要客戶GAP發起, P.A.C.E.計劃針對於工廠工作的女性員工, 旨在幫助她們獲得並提升於工作及生活上所需的技能與信心。直至2016年, 羅氏集團從以下幾個範疇共進行了31,230小時的培訓。羅氏集團的P.A.C.E. 團隊更獲得GAP頒發的「最佳溝通獎」, 兼獲邀主持P.A.C.E. 大中華地區研討會。

- 溝通技巧
- 解決問題與決策能力
- 時間及壓力管理
- 環境與個人衛生
- 注重女性健康
- 加強執行力
- 理財知識
- 法律知識



i-PROGRAM SELF-LEARNING SCHEME

i-PROGRAM 自學計劃

Apart from internal training programmes, LAWSGROUP also initiated the "i-Program Self-learning Scheme" to encourage Continuous Learning. Each permanent staff is required to obtain a minimum of 18 Credits per year, through any of the following 3 channels. Different levels of awards are also given upon achievement of certain credits as an incentive and motivation.

除了內部培訓, 羅氏集團亦啟動了「i-Program自學計劃」, 鼓勵員工持續學習。所有全職員工需於每年透過以下三個渠道取得最少18學分。為了鼓勵員工更積極參與自學計劃, 公司亦會因應員工所達到的學分而予以分段獎勵。

- 1 CONTINUOUS LEARNING 課堂進修學習
- 2 VOLUNTEERING OR RECREATIONAL ACTIVITIES 慈善或文娛康樂活動
- 3 READING / VIEWING REPORT 閱讀/欣賞報告



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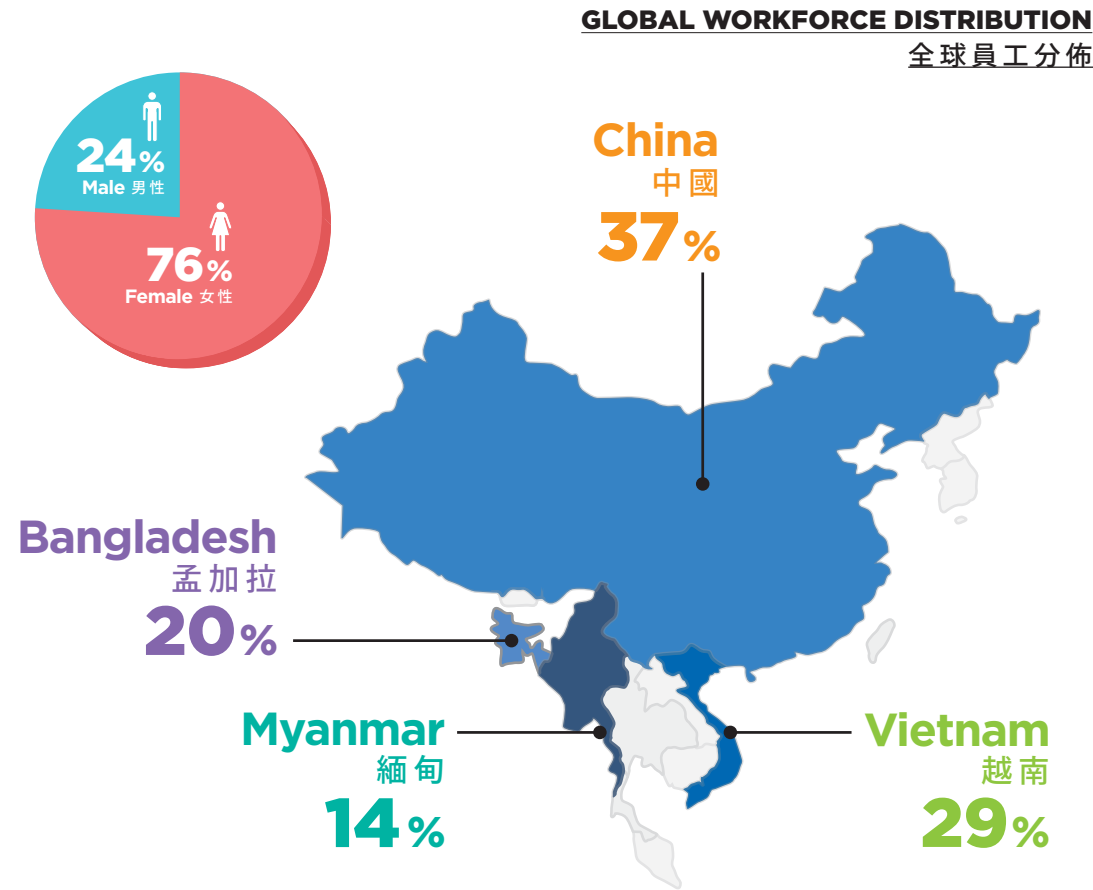
對人才及工作環境的承諾



DIVERSIFIED WORKFORCE
多元化勞動力

As a multi-national conglomerate, LAWSGROUP is devoted to creating a diversified workplace which fosters teamwork among staff from different cultures and backgrounds. The male-female staff ratio in Headquarters is relatively even at about 1 to 1.3. While on the other hand, in some regions especially with manufacturing facilities, the ratio of female staff is significantly on the high side.

作為一個跨國企業，羅氏集團致力創造一個多元文化之工作環境，鼓勵來自不同文化與背景的員工發揮團隊精神。集團總部的男女比例較為平均，約為1比1.3。相反於一些附設製造設施的地區，女性員工的比例明顯較多。



A SAFE AND FAIR WORKPLACE
公平與安全的工作環境

To ensure HIT Culture is fully implemented in the workplace, LAWSGROUP puts “Safety” and “Fairness” as the top priority in both factory and office operations. Every Safety and Fairness policy will undergo the following procedures to ensure they are fully implemented at all levels within the Group:

為確保HIT企業文化能於工作環境內得到全面實施，羅氏集團將「安全」與「公平」定為工廠和辦公室營運的首要守則。每一個關乎安全及公平的政策都會經過以下程序，以確保於集團內各階層均得到充分的實施：



Safety and Fairness Policies included but not limited to:

- Equal Employment and Advancement Opportunities regardless of Gender, Age, Ethnicity and Religious Belief
- Equal Employment and Advancement Opportunities for people with disabilities
- Enforcement of Privacy Policies
- Enforcement of Sexual Harassment Policies
- Prevention and Reporting of Corruptions
- Strict Handling & Management Guidelines for GHG, Chemicals, Waste and Sewage
- Provision of Precautions Guidelines and Physical Protection for operating machinery and handling Dust, Polluted Air, Chemicals and Noise
- Counselling Support
- Medical Insurance
- Flexible Working Hours and Work-life Balance Policies

安全與公平政策包括但不限於：

- 不同性別、年齡、種族與宗教信仰的平等就業及晉升機會
- 殘疾人士的平等就業及晉升機會
- 私隱政策之執行
- 防止性騷擾政策之執行
- 防止賄賂與相關報告機制
- 嚴格規管及處理溫室氣體、化學物品、廢料與污水
- 提供充足指引及保護裝備，予需要處理機械或面對塵埃、空氣污染、化學物品與及於噪音環境下工作之員工
- 輔導支援
- 醫療保險
- 彈性上班時間及工作與生活平衡政策

COMMITTING
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對人才及工作環境的承諾



WORK HARD PLAY HARD

Work-life balance is vital to ensure long-term and sustainable growth for both staff and the company. For this, LAWSGROUP has been actively organizing different group activities to promote Health, Wellness, and Team Spirit – such as Fitness Training Classes, Health Seminars, Seasonal & Festive Celebrations, Team Building Events, Birthday Surprises, and more.

工作與生活平衡對於確保員工與公司之長期及可持續發展有著莫大關係。羅氏集團不斷通過舉辦不同的小組活動，促進員工的身心健康及團隊精神，例如安排健身訓練班、健康研討會、季節性和節日慶祝活動、團隊凝聚活動及生日驚喜等。



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WORKPLACE

對人才及工作環境的承諾



LAWSGROUP has been recognized with different awards and accolades for its achievements in people development, such as the “FHKI Industry Cares - Grand Caring Award”, “Happy Company”, “ERB Manpower Developer”, “Caring Company” for 15 consecutive years, and more.

憑著於人才發展的努力, 羅氏集團獲得多個不同獎項及殊榮, 包括香港工業總會「工業獻愛心 - 至尊關懷大獎」、「開心企業」、「ERB人才企業」、以及連續十五年參與「商界展關懷」等。



The HKSAR Financial Secretary Mr. John Tsang (Left) presented the “FHKI Industry Cares - Grand Caring Award” to Mr. Bosco Law, CEO of LAWSGROUP
香港特別行政區財政司司長會俊華先生(圖左)頒發香港工業總會「工業獻愛心 - 至尊關懷大獎」予羅氏集團行政總裁羅正杰先生



HR Director Ms. Miko Cheung received the ERB Manpower Developer Award on behalf of the Group
人力資源總監張嘉瑩小姐代表集團接受僱員再培訓局頒發的「ERB人才企業」殊榮



LAWSGROUP Director Mr. Eiffel Pau (Left 5) received the “Green Achievement Award” at the HSBC Living Business Awards 2016
羅氏集團董事鮑仲強先生(圖左5)於2016年匯豐營商新動力獎勵計劃中領取「綠色成就獎」獎項

AWARDS
& ACCOLADES

獎項及殊榮



WWF LOOP Certificate



Industry Cares
Grand Caring Award 2016



BOCHK EcoChallenger



HSBC Living Business
Green Achievement Award 2016



INVESTING IN THE COMMUNITY

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CULTURAL & CREATIVE LANDMARK

文化創意地標

In addition to its commitment to people and the environment, LAWSGROUP has been investing and dedicating resources in the communities through different community engagement, such as supporting Local Startups and Young Entrepreneurs, organizing Cultural and Creative activities, funding events to promote Art, Culture, Fashion, Design, Sports, Movies and the Creative Industries, and committing to many other Volunteering and Charity Activities.

One of the signature projects is the two boutique Shopping Malls D2 Place ONE and D2 Place TWO located in Lai Chi Kok – the neighbourhood where LAWSGROUP first started its business. D2 Place is the first Shopping Mall cum Office Complex converted from industrial buildings in Hong Kong. The whole project offers a total of 500,000 sq.ft. of Retail, Office, and Event Spaces.

With the name of “Designers’ Dreams”, the two shopping malls were the first in Hong Kong initiating creative movements such as Weekend Markets, Pop-up Stores for Startups, handicraft workshops, adidas Training Academy, Le French May Rooftop Movie Screening and more. Unlike other cookie-cutter shopping malls, D2 Place has positioned itself as a Lifestyle-oriented Creative Hub, breeding creativity and local individual businesses for the community.

除了對人與環境的承諾外，羅氏集團亦投放大量資源於不同社區活動上，例如支持本地初創與年青企業家；舉辦文化創意活動；資助有關藝術、文化、時裝、設計、體育、電影和創意產業等發展；以及致力參與其他志願與慈善活動。

其中一個重點項目為 D2 Place 一期及二期兩個精品購物商場，位於羅氏集團紮根的荔枝角區，是香港首個從工業大廈改建而成的商場及寫字樓。整個項目共提供50萬平方呎之零售、辦公室及多用途活動空間。

以「Designers’ Dreams 設計師之夢想」而命名，D2 Place 於香港首創並帶領多項創意活動的潮流，如週末市集、Pop-up Store 快閃店、手作工作坊、adidas 體能訓練學院，法國五月天台電影放映會等。有別於其他倒模商場，D2 Place 的市場定位為一個時尚生活地標，孕育創意及本地小店予社區享樂。

D2 PLACE ONE

D2 PLACE TWO

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In 2016, D2 PLACE

D2 PLACE 於2016年

Organized over
50

Weekend Markets
舉辦超過50場週末市集

Collaborated with over
75

**Government and Public Institutions, NGOs,
Private Companies and Creative Parties**
與超過75個政府與公共機構、非牟利組織、
私營機構及創意團體合作

Organized more than
100

**Cultural and Creative Events related to
Art, Culture, Fashion, Sports and Movies**
舉辦了100多個推動藝術、文化、時裝、
體育及電影文化等創意活動

Supported more than
4000

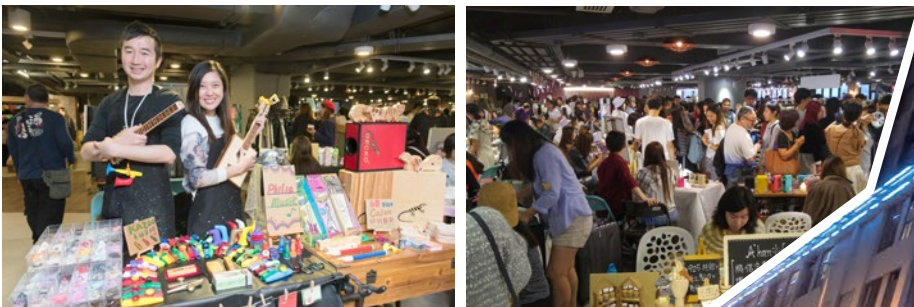
Startups and Local Businesses
支持4,000多間初創及本地企業

Attracted more than
2,500,000

Shoppers and Visitors
吸引了超過2,500,000位顧客

Helped startups generate more than
US\$ 3,000,000

of sales
協助初創公司帶來超過
3,000,000美元的銷售額



ENTREPRENEURSHIP MODEL
初創商業模式

In 2016, Lawsgroup has supported more than 4,000 brands and entrepreneurs in starting their businesses through concessionary rental, operations and marketing support. The Group offers a business growth model for startups to first test their ideas and products, receive customers' feedbacks, and then further evaluate and evolve their businesses:

2016年，羅氏集團通過優惠租金、營運及宣傳配套等支持，成功幫助超過4,000多間初創品牌及公司，為他們提供不同類型的店舖選擇，配合不同業務的發展。初創公司能逐步測試市場反應、收集顧客意見、再進一步評估及改善其業務：

Weekend Markets 週末市集	Pop-up Stores 快閃店	Kiosks 銷售櫃檯	Shop / The Barn 店舖 / 生活百貨
1 Weekend 一個週末	1-3 Months 一至三個月	1 Year+ 一年或以上	1 Year+ 一年或以上
Very Affordable Rent 容易負擔之租金	Concessionary Rent 優惠租金	Flexible Terms 靈活條款	Permanent Shop Lease 長期商店租約
The only shopping mall in Hong Kong with Weekend Markets organized on every weekend. 香港唯一一個商場每星期無間斷舉辦週末市集。	One-off Limited rental period for testing market response; with furniture support. 一次性短期租約，用作測試市場反應，附設多款傢具及陳列配件可供選擇。	Own Shop decorations in open shop layout; with operations & marketing support 開放式店舖可自設裝潢，支援營運及宣傳推廣。	Own Shopfront in enclosed shop layout; with marketing and expansion support. Or join the consignment service at THE BARN. 擁有自家門面及店舖，支援宣傳推廣及業務擴充；或加入THE BARN 生活百貨的一站式寄賣服務。

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POP-UP STORES & KIOSKS 快閃店及銷售櫃檯

D2 Place was one of the pioneers incorporating the “pop-up stores for startups” concept in the shopping malls. Young entrepreneurs could enjoy concessionary rental rates for a limited leasing period to quickly test their products and ideas. More than 100 pop-up stores were set up at D2 Place in 2016.

D2 Place 是其中一個首創「初創快閃店」的商場。年輕創業者可享優惠租金並以短期租約測試他們的產品與概念。2016年共有超過100家快閃店於D2 Place開業。



THE BARN LIFESTYLE STORE THE BARN 時尚生活百貨



THE BARN
Brands & Co.



To further encourage and support startups, LAWSGROUP has collaborated with HKTDC Design Gallery and Hong Kong Federation of Design Association in setting up “The Barn” Lifestyle Store, offering a complete consignment and sales solution, to cater entrepreneurs who are not ready to operate a retail shop in full-time basis.

為進一步鼓勵及支持初創企業，羅氏集團與香港貿易發展局設計廊以及香港設計總會攜手開設「The Barn」生活百貨店，提供一站式的寄賣與銷售服務，以配合尚未準備全職經營零售店的創業者。



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PUBLIC ENJOYMENT
為公眾提供娛樂

As a “Cultural and Creative Hub”, D2 Place strives to collaborate with different parties and organize unique events to actively promote the growth of Creative Industries in Hong Kong. It is also in-line with the HKSAR Government’s policies in supporting the development of the Art, Fashion, Music, Sports, and Movie industries.

作為「文化創意地標」，D2 Place 一直致力與各方合作，舉辦獨特及不同類型的活動，積極推動香港文化創意產業發展。此舉亦同時呼應香港特區政府的多項推廣藝術、時裝、音樂、體育及電影產業等發展計劃。



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WEEKLY RECURRING ACTIVITIES
每週恆常活動

Apart from all the cultural and creative events, D2 Place also organizes different types of recurring activities on every weekday and weekend, free for public to enjoy.

除了多元化的文化創意活動, D2 Place 亦於每個平日與週末舉辦各類恆常活動, 免費開放予公眾參與。



EVERY MON & TUE 逢星期一至二	EVERY WED 逢星期三	EVERY THUR & FRI 逢星期四至五	EVERY SAT & SUN 逢星期六至日
Art Labs / Workshops 工作坊	TD Movie 啱啖戲	adidas Training Academy adidas 體能訓練學院	Weekend Markets 週末市集
ART LAB	啱啖戲		Weekend Markets 週末市集 @ D2 Place
<ul style="list-style-type: none">Workshops targeting different groups of office workers, youngsters, families and kids為不同上班族、青少年、家庭與小孩而設的工作坊	<ul style="list-style-type: none">Pay as you wishNon-mainstream / Art Movie Screenings with sharing sessions by local directors自由定價非主流/藝術電影放映會及本地導演分享會	<ul style="list-style-type: none">Free Online Enrollment3 Fitness training sessions including Yoga, Cardio Dance and Core trainings300+ participants per day免費網上報名3種不同的體能訓練, 包括瑜伽、健身舞蹈及耐力訓練每天可容納300多人參加	<ul style="list-style-type: none">Free Admission80 - 150 Booths every weekend selling original fashion, accessories, design products and handicrafts.免費入場每週末設有80-150個不同攤位, 售賣原創時裝、配飾、設計品及手工藝品等



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Christmas Aurora Snowland



Halloween Market



Chinese New Year Lucky Knots



Mid-Autumn Festival Giant Moon Party

SEASONAL AND FESTIVE EVENTS 季節性及節日活動

D2 Place will also organize different celebration events during festive seasons. Some large-scaled campaigns such as “Aurora Snowland” on the rooftop garden during the Christmas period has received tremendous public awareness and media coverage, and become one of the city’s signature destinations — making D2 Place an ideal entertainment and shopping destination.

D2 Place 亦會於不同季節與節日舉辦慶祝活動，與眾同樂。其中一些大型活動例如聖誕節期間位於天台花園的「極光飄雪森林」，均得到公眾關注以及大量媒體報導，成為城中熱點，令 D2 Place 成為一個理想的娛樂及購物目的地。

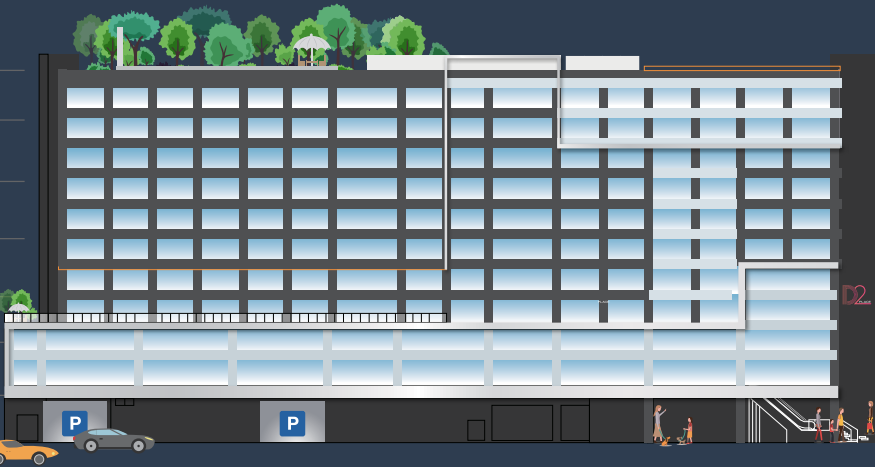
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D2
PLACE ONE

ROOFTOP	Rooftop Garden	天台花園
10/F	The Greater China Club	大公館會所
9/F	Fashion Farm Foundation / Co-working Space	FFF / 共用工作空間
5-8/F	Offices / Showrooms	辦公室 / 陳列室
4/F	Shops	商鋪
3/F	Indoor & Outdoor Restaurants	室內及露天餐廳
1-2/F	Shops / THE SPACE	商鋪 / The SPACE
G/F	Shops / Restaurants / Carpark	商鋪 / 餐廳 / 停車場



D2
PLACE TWO

ROOFTOP	Rooftop Garden	天台花園
10-11/F	Cinema	戲院
5-9/F	Creative Office Spaces / Semi-retail Spaces	創意辦公空間 / 半零售商鋪
4/F	Carpark	停車場
3/F	Shops	商鋪
1-2/F	Shops / THE LABS	商鋪 / 活動場地
G/F	Shops / Restaurants / Carpark / THE GARAGE	商鋪 / 餐廳 / 停車場 / D2 藝萃館



AWARDS
& ACCOLADES

獎項及殊榮

With its continuous effort, D2 Place has not only evolved and improved the whole neighbourhood and nearby communities, but also gained reputation and recognitions within the industry.

憑著不斷的努力, D2 Place 不但改變及改善整個社區與鄰近社群, 更獲得業界多個獎項與認同。



LAWSGROUP Marketing Director Mr. Leslie Fok (Left 5) and the Group Marketing Team won the "Best Property Brand Award" for D2 Place at the Enterprising HK Brand Awards 2016
羅氏集團市場部總監霍俊熹先生(圖左5)與及集團市場部團隊於2016香港企業品牌大獎為 D2 Place 贏取「最佳物業品牌」



From left to right: LAWSGROUP Marketing Director Mr. Leslie Fok, LAWS PROPERTY Executive Director Ms. Fan Tsang, LAWSGROUP CEO Mr. Bosco Law, and LAWSGROUP Investment Manager Mr. Raymond Wong received the "Best Refurbished Building - Silver Award" at the MIPIM Asia 2016
從左至右: 羅氏集團市場部總監霍俊熹先生、羅氏地產執行董事曾婉芬小姐、羅氏集團行政總裁羅正杰先生、羅氏集團投資經理黃春華先生於亞洲地產領袖高峰會獲取「最佳改建項目銀獎」



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ENGAGING WITH THE COMMUNITY

義工服務

LAWSGROUP has been actively fulfilling Corporate Social Responsibility by encouraging staff to organize and enroll in different charity and volunteering activities. In 2012, the Group has officially set up "Corporate Volunteer Advisory Committee" to further facilitate community and environmental services, serving the elderly, underprivileged families, and the disabled.

Up to 2016, the Group has completed more than 2,500 volunteer hours, with over 1,000 staff participated. Its dedication to the society has been recognized with different awards and accolades over the years.

LAWSGROUP also fully supports the local fashion industry in Hong Kong, sponsors different charities and NGOs, promotes sustainability, and breeds talents within the industry.

羅氏集團積極履行企業社會責任，鼓勵員工身體力行籌辦及參與不同義工活動，以行動關愛社會，並在2012年正式成立「企業義工服務顧問團」，進一步推動社區關懷義務與環保活動工作，服務對象包括長者、低收入家庭及殘障人士等。

累計至2016年，集團共進行超過2,500小時義務工作，參與同事多達1,000人，並屢獲社會各界肯定和嘉許。

羅氏集團亦同時全力支持香港本地時裝業發展、資助不同的慈善團體、提導可持續發展以及培育業界人才。

As of 2016
直至2016年



1,000+ Volunteers
名義工

2,500+ Volunteer
Hours
服務小時



Recognized with the Silver Award for Volunteer Service by the HKSAR Social Welfare Department in 2016
集團於2016年被香港特別行政區社會福利署頒發義務工作嘉許狀銀獎



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REDRESS CLOTHING DRIVE
REDRESS 捐贈二手衣物

One of the key volunteering initiatives was the “REDRESS Clothing Drive” – a collaboration between LAWSGROUP and the fashion NGO REDRESS. The objective was to collect used clothing and re-donate to the needed, hoping to enhance people’s and the society’s environmental consciousness and further promote sustainability within the fashion industry.

LAWSGROUP took lead for the whole collection, sorting and logistics process, resulting to a over 300 hours of work by over 70 volunteering staff. A total of 2.5 metric tonnes of second-hand clothing and accessories were collected and were re-donated to local charities. In addition, the higher quality collections were being sold in the pop-up store at D2 Place as fund raising.



其中一個重點義工項目，為羅氏集團與非牟利時裝組織 REDRESS 攜手合辦的「REDRESS Clothing Drive」衣物回收活動。活動旨在收集二手衣物，整理好後再轉贈有需要人士，希望藉此喚起社會對香港時裝物料循環再用的環保意識，並推動時裝業的可持續發展。

整個活動由收集、整理以至運輸均由羅氏集團負責，累計共進行超過300小時之義務工作，多達70名員工義務參與。活動共成功收集 2.5 噸二手衣物及配飾，並經 REDRESS 捐贈予本地慈善團體。此外，收集所得的高品質衣服配飾亦被安排於 D2 Place 商場進行慈善義賣，籌募善款。

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FASHION FARM FOUNDATION

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FASHION FARM FOUNDATION

LAWSGROUP is a founding patron (finance, space & operation) of Fashion Farm Foundation (FFF)

FFF is an independent non-profit-making organization aims to build synergy among Hong Kong-based fashion designers, cultural practitioners, industry experts and retailers. FFF pledges to promote Hong Kong's fashion design by encouraging and fostering collaborations between the business, lifestyle, educational and cultural sectors.

FFF also serves as a direct and effective communication gateway between young designers and fashion experts to share experiences and exchange ideas, through a wide range of interactive events such as runway shows, professional seminars, individual interviews, forums and group discussions.

Since the FFF's inception in 2012, it has received more than US\$3.8 million of donations from LAWSGROUP, in which 107 Hong Kong-based designers were directly benefited from the programs hosted by FFF.

羅氏集團為FFF的創會贊助者並全力支持其發展(贊助包括資金、場地、及營運支援等)。

Fashion Farm Foundation (FFF) 為香港一獨立非牟利組織，旨在聯繫本地時裝設計師、文化工作者、時裝及零售界等專業人士，促進業界間之合作，從而推動本地時裝設計發展至海外。

同時FFF建立了一個直接而有效的溝通渠道，讓業界專家能與年輕設計師能透過參與FFF舉辦之時裝表演、講座、訪問及研討會等分享經驗和交換意見。

FFF自2012年成立以來，共獲得羅氏集團超過380萬美元的捐助，當中有107位香港年青時裝設計師直接受惠於FFF所舉辦之項目。

www.fashionfarmfoundation.org

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CORE PROGRAM - HONG KONG FASHION GUERILLA (HKFG)

重點項目 - HKFG

Funded by CreateHK, HKFG is an international program aiming to bring HK-based talents to the international fashion scenes. So far the program had been staged in Paris, New York, Singapore, Tokyo, Beijing and Shanghai fashion week. HKFG was organized in Paris in the last three consecutive seasons.

由創意香港資助, HKFG是一項國際性活動, 旨在帶領香港優秀的設計師登上世界時裝舞台, 參加於巴黎、紐約、星加坡、東京、北京及上海等地舉辦的時裝節。而最近三季之HKFG活動均於巴黎舉辦。



PARIS
AW16
PRESENTED BY
FASHION FARM FOUNDATION

RUNWAY 時裝秀
2016/3/1
SHOWROOM 展覽
2016/3/4 - 7

PARIS
SS17
PRESENTED BY
FASHION FARM FOUNDATION

RUNWAY 時裝秀
2016/9/27
SHOWROOM 展覽
2016/9/30 - 10/2

HKFG
PARIS AW17
Presented By
Fashion Farm Foundation
拼

RUNWAY 時裝秀
2017/2/28
PRESS DAY 發佈會
2017/3/1



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FRIDAY is FFF’s another core program with the mission to make more people understand, appreciate and wear Hong Kong fashion.

Since its launch, “FRIDAY 2015”, funded by CreateHK, has successfully increased shoppers’ interest in wearing local fashion designers items.

In 2016, Lawsgroup has sponsored the “FRIDAY 2016” program to further promote and support Hong Kong local fashion designers.

FRIDAY 為FFF另一個重點項目，銳意令更多人認識、欣賞並穿著香港設計的時裝。

自計劃開始，由創意香港資助的「FRIDAY 2015」成功提升顧客對穿著本地時裝產品的興趣。

羅氏集團亦全力支持2016年的「FRIDAY 2016」，繼續推廣及支持香港本地時裝設計師。

FRIDAY RUNWAY



FRIDAY’ER



FRIDAY ALLIANCE



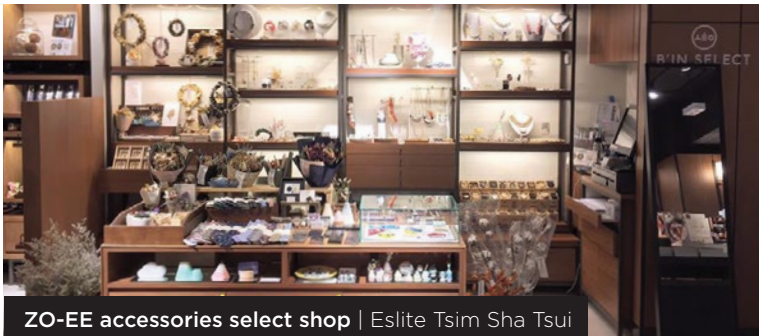
1234.93 K | Shop 101, K11 Art,Tsim Sha Tsui



Novelty Lane | 2/F, 106 Johnston Rd, Wan Chai



Recognition | Shop 101, K11, Tsim Sha Tsui



ZO-EE accessories select shop | Eslite Tsim Sha Tsui

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FASHION FRIDAY IN THE CITY
全城支持 FASHION FRIDAY



FFF SUPPORTED TALENTED LOCAL DESIGNERS TOWARDS SUCCESS
FFF 支持出色本地設計師邁向成功

FFIXXED
STUDIOS



JOINED FFF EVENTS

曾參與FFF之活動

- HKFG Paris AW16
- HKFG Paris SS17
- HKFG Paris AW17

FFIXXED STUDIOS started
producing exclusive line for Lane
Crawford since August 2016

FFIXXED STUDIOS 於 2016年8月開
始為時尚名所 Lane Crawford
製作獨家系列

MOUNTAIN
YAM 任銘暉



SHOPS

開設店鋪

- 112 mountainyam
@ H.A.N.D.S (2015)
- 1234.93k
@ K11 (2016)

JOINED FFF EVENTS

曾參與FFF之活動

- Fashion Guerilla Paris 2013
- Fashion Forward Festival 2013
- 港•時尚 2014 (北京上海)
- Fashion Guerilla Singapore 2014
- FRIDAY 2015

HOUSED IN FFF CO-WORKING SPACE

使用FFF共同工作空間

2014/8/16 - 2017/1/31

KENAX
LEUNG 梁嘉健



SHOPS

開設店鋪

- 1234.93k
@ K11 (2016)

JOINED FFF EVENTS

曾參與FFF之活動

- Fashion Guerilla
Singapore 2014
- FRIDAY 2015
- HKFG Paris AW16
- HKFG Paris SS17
- HKFG Paris AW17

HOUSED IN FFF CO-WORKING SPACE

使用FFF共同工作空間時間

2014/8/16 - 2017/1/31

As the first year of the new 15-year Sustainability plan, the Top Management has demonstrated a strong commitment in implementing new policies on Environmental Protection, People Development and Community Engagement. One of the key initiatives was to review and evaluate the performance and achievement in CSR and Sustainability of different business units.

With the facilitation by the Group's CSRS Committee and team effort within the Group, new and clear benchmarks were set for each business unit to further calibrate and adjust their Sustainability Strategies and Action Plans.

To further reduce GHG emissions, Energy and Water Use, more resources will be dedicated to explore new manufacturing and recycling technologies to achieve better results. New measures will be also introduced to Chemical, Waste, Sewage and Noise Management.

In terms of Talent Management, internal training will continue be a key initiative to strengthen staff's awareness and understanding in Sustainability. Small measures will be introduced progressively from different perspectives, to ensure all staff are heading to the target of "Consciously Reactive" to CSR and Sustainability issues.

Last but not least, Community Engagement will be further elevated with more active collaborations with the government, public and educational institutions, NGOs, cultural and creative partners, local companies, and startups, to ensure people's lives are improved from not only a better environment, but also a better living standard and quality of life.

LAWSGROUP CSRS Committee

作為首年實行新頒佈的十五年可持續發展計劃，集團領導層對履行新的環境保護、人才發展以及社區投放等措施都作出重大承諾。其中一個重要環節就是去評估及審視各業務於企業社會責任及可持續發展的表現和成就。

在集團企業社會責任及可持續發展委員會的促成和各團隊通力合作下，各個業務都重新制定了明確的新標準，並重新調整與改善現有的制度和策略。

首先，為了進一步減少溫室氣體排放、能源及用水的消耗，集團將投放更多資源發掘新的製造及可循環再用技術，以達致更佳減排效果。除此之外，化學物品、廢料、污水及噪音等處理亦安排了新的管理措施。

人才管理上，我們將繼續以內部培訓作為重點，加強教育員工對持續發展的意識和認知。另外亦會逐步於各工作層面上加強細節，務求令各員工朝著「有意識地留意及回應」有關企業社會責任及可持續發展等問題。

最後，集團亦會進一步提升社區融合及投放在社區的資源，與更多相關的政府部門合作，包括公營及教育機構，非牟利組織、文化及創意團體、本地與初創公司等。除了為大眾帶來更舒適的環境外，更能締造更美好的生活質素和空間。

羅氏集團CSRS委員會



LAWSGROUP Official Website
www.lawsgroup.com



LAWSGROUP CSRS Report 2016
(PDF softcopy)



Should you have any question about this report, please feel free to contact our CSR & Sustainability Committee at:

如對此報告有任何疑問，歡迎聯絡我們的企業社會責任及可持續發展委員會：

✉ csrs@lawsgroup.com



TOGETHER FOR A BETTER FUTURE

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