

CORPORATE SOCIAL RESPONSIBILITY & SUSTAINABILITY REPORT 2017

企業社會責任及可持續發展報告



LAWSGROUP

羅氏集團

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PASSION FOR OUR PLANET

ABOUT THIS REPORT

關於本報告

Sustainable management is one of the key corporate initiatives at LAWSGROUP. For decades, LAWSGROUP has been dedicating continuous efforts to Environmental Conservation, People Development, and Investment in the Community.

In 2016, the Group launched a 15-year Plan as a framework and long-term strategy to implement Corporate Social Responsibility & Sustainability within the Group and across all Business Units, complemented by an action plan driven in 3 stages.

This report contains full-year data between January 1 and December 31, 2017, collected from the Group and the four Business Units, namely Knitting Manufacturing, Textile Manufacturing, Retail & Branding, and Properties. It highlights the progress of our sustainable management during the year, and the fulfillment to our 4 Core CSRS Strategic Aims.

“Passion for Our Planet” and “the Ocean” are our theme this year. The cover design utilized a knitted pattern of water waves, as to symbolize the close relationship between manufacturers and the environment.

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



可持續發展管理是羅氏集團企業策略的其中重要一環。於過往數十年，羅氏集團一直推行並投放資源於環境保育、人才發展以及回饋社會等三大範疇。

集團於2016年開展了橫跨十五年之計劃，作為長期策略及執行框架。配合分為三個階段的行動計劃，從而進一步於集團內推動企業社會責任及可持續發展。

本報告匯報由2017年1月1日至12月31日期間，於集團及旗下四大業務包括時裝紡織、毛衫製造、零售與品牌發展以及地產一年內所收集之數據，闡述可持續發展管理上的進展，以及履行四項主要策略目標的成果。

今年我們以「熱愛我們的地球」及「海洋」為主題，報告封面用上以毛冷編織出來的海浪圖案，寓意製造業與環境的緊密關係。

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



For decades, LAWSGROUP has been dedicating continuous efforts and resources in Corporate Social Responsibility (CSR). At the beginning, like most other corporates, our major focus was philanthropic causes such as donations, educational support, and voluntary works. Very soon we started to look into long-term sustainability, in which we invested in new technology and methodology for environmental conservation and sustainability management.

Every year we tried to review our efforts and results and strived for improvement. We kept evaluating how our businesses would impact our staff, our customers, our neighbourhood, our country, and our world. While we always questioned ourselves how much we should invest more that year in implementing care initiatives, I opt to look for a win-win solution which could bring in both Economic and Social benefits at the same time — as to improve people's living in a long run, we must enable them to sustain by themselves.

2017 is a special year for us as we were recognized by Our Hong Kong Foundation with the “Business for Social Good - Grand Award” for D2 Place's achievement in Creating Shared Value (CSV). It is an honour and a recognition to our team's effort over the past 5 years.

D2 Place is only a small step of how we implemented “Creating Shared Value” in our Group. While we keep exploring new opportunities within our other business streams, extra effort is committed to promote the concept across the city and the region, as we believe only when more corporates understand the values and adopt CSV, its potential will be empowered to the fullest, in which we see as one key answer to achieve long-term sustainability.

數十年來，羅氏集團一直默默付出及支持企業社會責任(CSR)。起初與其他企業無異，主要集中資源在慈善項目上，例如捐款、教育支援、志願工作等。不久我們便開始轉向探討長遠的可持續發展，投資新技術與方案於環境保護及可持續發展管理。

每年我們都審視這方面的工作進度和成果，尋求改進，並不斷反覆評估我們的業務會怎樣影響我們的員工、顧客、社區、國家以至世界。但每當大家都在提問該年應花多少額外資源於關愛措施上，我卻嘗試尋找一個可同時帶來合乎經濟及社福效益的雙贏方案 — 因為要長遠改善人們的生活質素，我們必須令他們能夠自力更生。

2017年是十分特別的一年，我們得到團結香港基金頒發「商社共生傑出大獎」，表揚 D2 Place 於「創造共享價值」(CSV) 的成績。這獎項是我們的一份榮譽，同時亦是對我們團隊五年來努力的一個肯定。

D2 Place 只是我們集團實踐 CSV 的一小步。我們除了努力於其他業務內探索新機會，更積極於香港以及其他地區推廣此概念。因為我們相信只有當更多企業明白 CSV 的價值並採用，才會發揮其最大的價值和潛力。這亦是我們認為實現長遠可持續發展的一個重點因素。

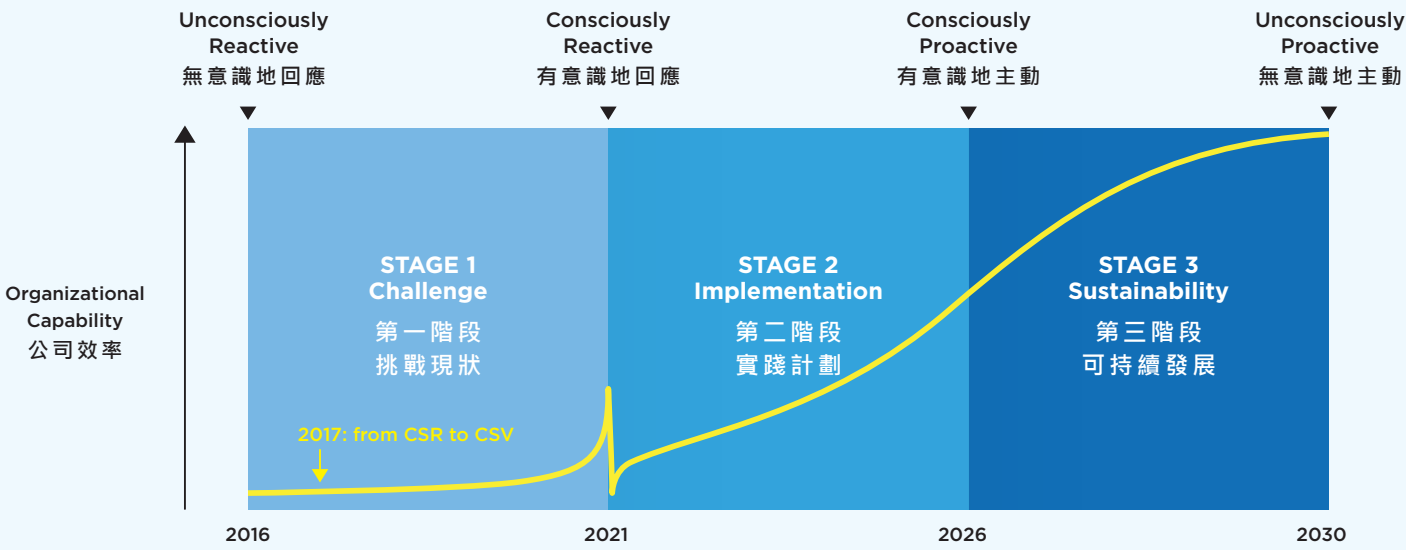
Bosco Law
羅正杰

“CSV is one key answer to achieve Long-term Sustainability.”

「創造共享價值是實現長遠可持續發展的一個重點因素」

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
- 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由營運部門直接執行
- 檢視政策效益及結果，並作出適當調整
- Anticipate future needs, build long-term partnerships, and foster innovation
- 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



COMPANY BACKGROUND

公司背景



Founded in 1975, LAWSGROUP is one of the leading apparel manufacturers in the world and stands as a major player in the industry for more than 40 years. As one of the leading suppliers to world renowned fashion labels, LAWSGROUP builds its reputation on optimizing cost, quality and turnaround time in today's fashion markets.

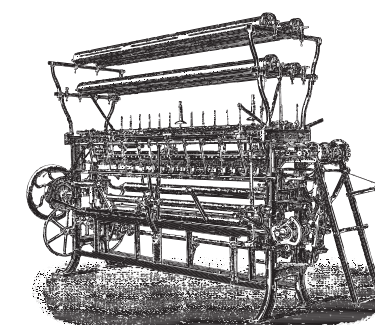
With its success in supply chain management solutions, LAWSGROUP has further expanded its businesses and investments to Retail & Branding and Property Development since the 1980s, including but not limited to the operations of chained fashion and lifestyle boutiques, development and management of Intellectual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

LAWSGROUP currently employs more than 22,000 staff, with offices, factories and retail shops around the world.

羅氏集團創立於1975年，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。

建基於供應鏈管理方案的成功，羅氏集團於八十年代開始進一步擴展業務版圖至零售業、品牌及地產發展，包括並不限於經營連鎖時裝品牌及生活百貨、發展及管理知識產權、商場、寫字樓、停車場、共用工作空間以及其他國際性投資。

羅氏集團現時僱有逾22,000名員工，分佈於全球多個辦公室、廠房及零售商舖。



BUSINESS
OVERVIEW

業務概覽

1 VISION

一個願景

4 CORE BUSINESSES

四大業務

15 COUNTRIES & REGIONS

十五個國家及地區

22,000+ STAFF WORLDWIDE

全球超過二萬二千名員工

SINCE 1975

創自一九七五年

∞ PASSION

無限熱誠

BUSINESS OVERVIEW & GLOBAL PRESENCE

GLOBAL
PRESENCE

國際足跡

LAWSGROUP is one of the earliest Hong Kong-based corporates expanding its businesses along the Belt & Road regions. Since the 1980s, the Group has been setting up manufacturing facilities and offices in 14 different countries and regions.

羅氏集團是其中一間最早於一帶一路地區擴充業務的香港企業。自上世紀八十年代起，集團逐步於十五個國家及地區開設廠房及辦公室。



USA	CANADA	UK	SPAIN	FRANCE	GERMANY	SWEDEN	BANGLADESH	MYANMAR	VIETNAM	MACAU	HONG KONG	CHINA	SOUTH KOREA	JAPAN
美國	加拿大	英國	西班牙	法國	德國	瑞典	孟加拉	緬甸	越南	中國澳門	中國香港	中國	韓國	日本

THE LAWSGROUP BRAND

羅氏集團品牌

The LAWSGROUP Brand is created with the following key and deliberately simple elements for effective brand identities and consistency.

羅氏集團品牌主要由以下簡單及鮮明的元素組成，以確保品牌的一致性 & 效益。

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



LOGOMARK 標誌



MASTERBRAND 主品牌



BRAND MOTTO 品牌標語



Passion for Fashion™
熱愛時尚

tone of voice 語調風格

Passionate 充滿熱誠
Insightful 別具遠見
Creative 無限創意
Confident 信心可靠

MASTERBRAND ARCHITECTURE

品牌架構



OUR CSRS MISSIONS

企業社會責任及
可持續發展使命



TOGETHER
FOR A
BETTER
FUTURE

Corporate Social Responsibility & Sustainability is the fundamental strategic priority of LAWSGROUP. All CSRS Initiatives are planned and implemented based on 4 Core Strategic Aims — with efforts dedicated to Environment, People, Community, and Future Sustainability.

In terms of Environment, the Group is committed to creating a harmonious business environment, and maintaining a high ethical standard of operations in its manufacturing facilities to reduce consumption of resources, emissions, and carbon footprint.

Regarding to Education, the Group's first charity fund has been providing over US\$30 million to the setup of schools and scholarships in Hong Kong, China, and the United Kingdom since its launch in 1987, together with other charity undertakings to promote Art, Culture, Design, Creativity, and Innovations.

As one of the key players in the fashion industry, LAWSGROUP is also the patron sponsor of Fashion Farm Foundation (FFF), an NGO established in 2012, focused on nurturing local fashion designers and promoting Hong Kong Fashion Industries around the world.

The Group's CSRS Strategies keep evolving abreast of the times to ensure effectiveness and sustainability, at present and in the future. In recent years, more efforts and resources have been dedicated to Creating Shared Value (CSV), instead of pure philanthropic causes (CSR), for a more long-term and sustainable approach.

企業社會責任及可持續發展是羅氏集團首要的策略基礎。所有相關方案都按照四個策略目標而制定及實踐 — 涵蓋範圍包括環境、人才、社區以及未來的可持續性。

於環境而言，集團力求創造和諧的營商環境及保持高道德標準的製造設施與營運守則，以確保能節省資源、減少排放及炭足跡。

教育方面，集團首個慈善基金自1987年成立而來，至今共捐出逾三千萬美元於香港、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、創意與創新發展等慈善項目。

作為時裝界的重要一員，羅氏集團亦為Fashion Farm Foundation (FFF)的創會贊助者 — 一個創於2012年，致力培育本地時裝設計師及於世界各地推廣香港時裝的非牟利組織。

集團的企業社會責任及可持續發展策略時刻與時並進，以確保現在與將來的效益及可持續性。近年集團轉趨從長遠及可持續發展的方向，集中資源於「創造共享價值」(CSV)，而非單純慈善形式的項目(CSR)。

CORE STRATEGIC AIMS

策略目標

Minimizing

Environmental
Footprint

減少環境足跡

Committing

to People
Development and a Safe,
Fair and Healthy
Workplace

培育人才並確保安全、
公平及健康的工作環境

Investing

in the
Communities

貢獻與建設社區

Innovating

for the Future

為未來改革創新



MINIMIZING ENVIRONMENTAL FOOTPRINT

減少環境足跡

ABOUT LAWSGROUP TEXTILE

關於羅氏紡織



LAWSGROUP Textile is one of the leading apparel manufacturers in the world with an annual production capacity of over 150,000,000 pieces. LAWSGROUP 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 recognized with Low Carbon Manufacturing Programme (LCMP) Platinum Award by WWF, and also comply with other international standards such as SA 8000, GSV, GOTS, SQP and WCA, in recognition of their efforts in chemical control, fire & structural safety, and protection against child labour, and more.

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）鉑金獎，以及符合其他國際標準的認證，包括 SA 8000, GSV, GOTS, SQP 及 WCA，肯定其化學品之管制、消防與結構之安全以及禁止使用童工等政策上的努力。



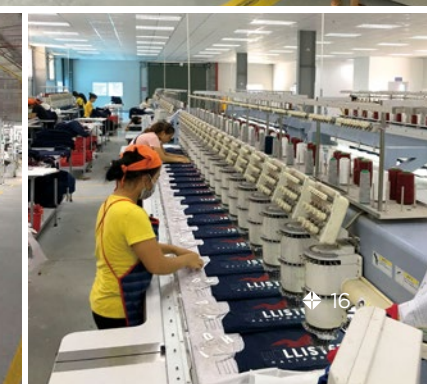
NEW FACILITIES & DEVELOPMENT

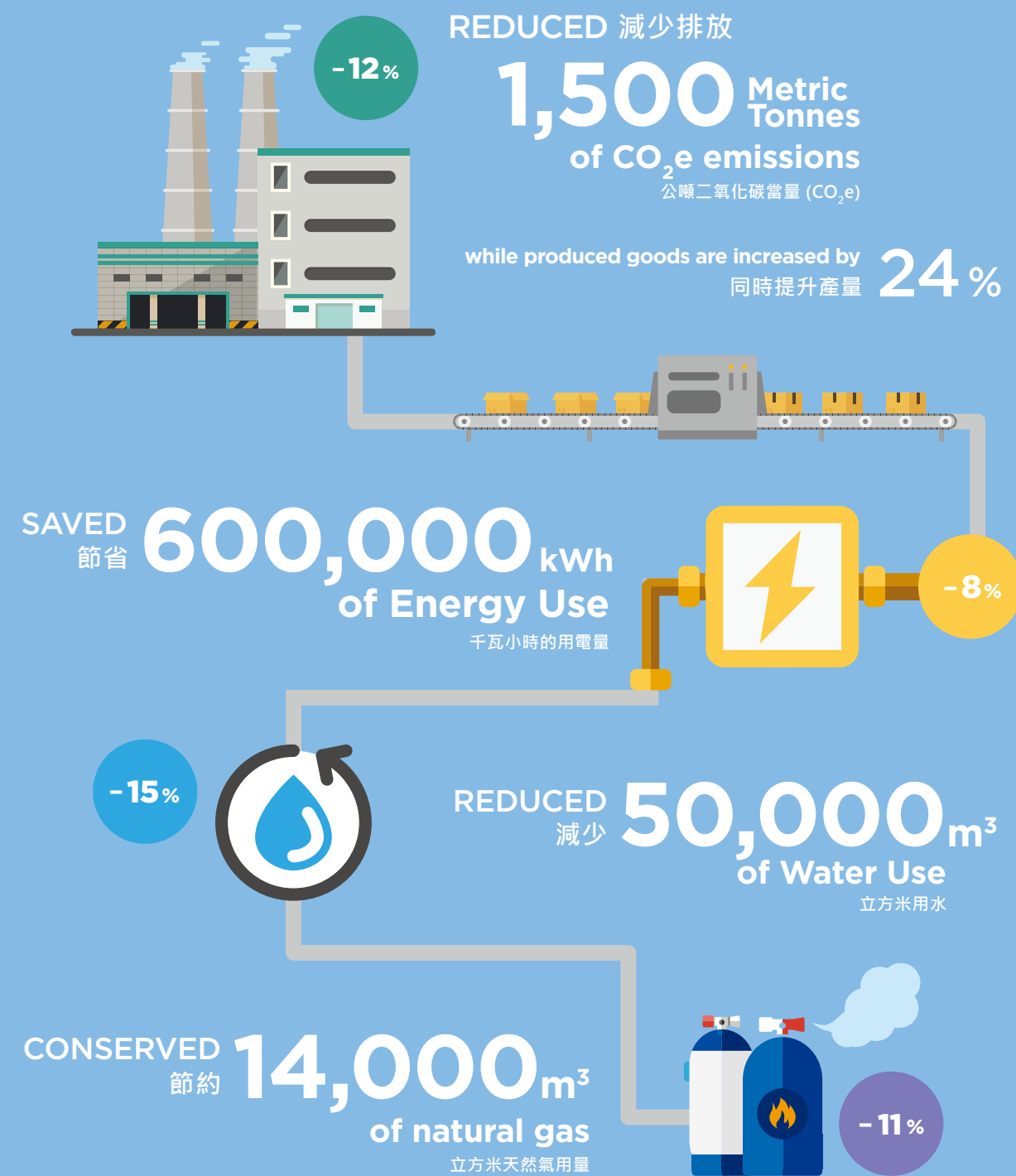
新設施及發展

Since 1975, LAWSGROUP Textile has been actively expanding its supply chain network in different countries from a strategic approach. In line with the Belt & Road Initiative, a new manufacturing plant has been set up in Hanoi of Vietnam in 2017. The whole plant consists of 3 phases and is integrated with All-in-one Resources Management and other latest facilities and technology, such as Fully Automated Cutting Machines, Automatic Hanger System, Water Recycling System, Steam Recycling System, and more. The new factory forms a synergy with LAWSGROUP Textile's other existing facilities in China, Vietnam, and Myanmar, designed to maximize overall efficiency while minimizing emissions and environmental impact.



自1975年，羅氏紡織一直積極於不同國家策略性地擴充供應鏈網絡。於2017年期間亦響應一帶一路政策，在越南河內縣開設新廠房。整個項目分為三期，配備整合資源管理以及其他先進設施和技術，包括全自動裁床、自動吊掛系統、污水循環系統、蒸汽回收系統等等。新廠房將與羅氏紡織現時位於中國、越南及緬甸的其他廠房產生協同效應，提升整體效率，同時亦大大減低排放及對環境所造成的影響。





MINIMIZING ENVIRONMENTAL FOOTPRINT

減少環境足跡

WATER CONSERVATION & RECYCLING

節約用水及循環再用

1 PRODUCTION WASTEWATER TREATMENT & RECYCLING SYSTEM 生產廢水處理及循環系統

Recycled and treated water collected from washing machines and domestic sewage for toilet flushing, saving **1,705 m³** of water every year.

收集並處理來自洗衣房及其他生活污水用作沖洗廁所馬桶，每年共節省**1,705立方米**用水。

2 WASHING & DEHYDRATING MACHINES WITH INVERTER 洗衣機及脫水機加裝變頻器

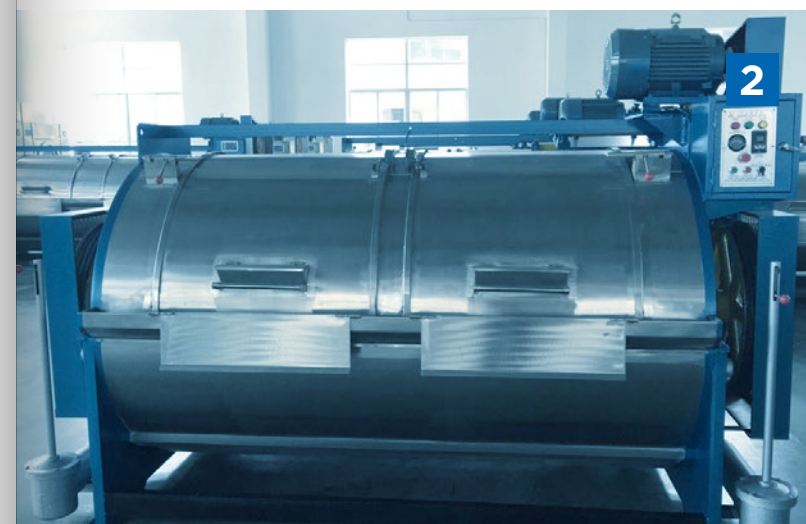
All Washing and Dehydrating Machines were installed with inverter. Every Washer and Dehydrator helped save **25% (or 1,500 kWh)** and **63% (6,000 kWh)** of electricity use respectively.

所有洗衣及脫水機均安裝變頻器。每部洗衣機與脫水機可分別節省**25%(或1,500千瓦小時)**及**63%(或6,000千瓦小時)**的用電量。

3 UPGRADED SEWAGE TREATMENT PLANT 升級污水處理系統

An additional 600m³ Sewage Collecting Tank and a 400m³ Sedimentation Tank were installed as part of the overall upgrade of the existing Sewage Treatment Plant.

為現有的污水處理系統升級，加裝額外600立方米的集水池及400立方米的沉澱池。



MINIMIZING ENVIRONMENTAL FOOTPRINT

減少環境足跡

HEAT CONSERVATION & RECYCLING

節約熱能及循環再用

1 STEAM RECYCLING SYSTEM 蒸汽循環回收系統

Recycled heat and steam produced during the manufacturing process to maximize energy efficiency. The system also helped condense water back to the boiler and reduced overall coal and water consumption.

循環回收於生產過程中所產生的熱能與蒸汽，以提升能源效益。系統同時回收冷凝水到熱水鍋爐，減少整體煤炭及水的消耗。

2 STEAM PIPE HEAT INSULATION 蒸汽管道保溫系統

Helped minimize heat loss by **73 MJ per hour** and reducing fuel consumption by **2% (or 2 kg)** per hour. Over the year it saved **9 metric tonnes** of fuel and indirectly reduced CO₂e emissions from the boiler.

每小時減少 **73 兆焦耳** 的熱能流失及每小時節約 **2% (或 2 公斤)** 的能源消耗。整年度共節省 **9 公噸** 的能源，及間接減低釋放自熱水鍋爐的二氧化碳當量排放。

3 STEAM WASHERS CONNECTED TO INDIVIDUAL VALVES 蒸汽乾洗機接上獨立閥門

Minimized steam loss and energy consumption. The washing and drying processes also combined to reduce overall energy use and operating time.

減低蒸汽流失及能源消耗。合併清洗與烘乾程序以節省整體能源消耗及操作時間。



MINIMIZING ENVIRONMENTAL FOOTPRINT

減少環境足跡

ENERGY CONSERVATION & EFFICIENCY

能源節約及效益

1 UPGRADED SEWING MACHINES 升級縫紉機

All new sewing machines utilized servo motors instead of traditional clutch motors. Every machine saved **60-75%** (or **640kWh**) of electricity use annually. The machines are also integrated with a compressed air suction system to extract unnecessary threads, saving **35%** of energy use and **70 metric tonnes** of CO₂e emissions, as compared to traditional process using motors.

所有新型縫紉機以伺服馬達取代傳統的離合馬達，每部縫紉機一年可節省**60-75%**(或**640千瓦小時**)的用電量。同時縫紉機利用高壓抽風系統抽取多餘線頭，比較使用馬達的傳統工序共節省**35%**用電量及減少**70公噸**二氧化碳當量排放。

2 UPGRADED LED LIGHTING SYSTEM 升級LED照明系統

2,811 sets of traditional fluorescent tubes were replaced by 15W LED lights in 2016. In 2017, the LED Lighting System was further upgraded by replacing 1,660 sets of 28W LED lights and 410sets of 85W 4U lights with 16W and 24W LED lights respectively, saving **111,400 kWh** of electricity use annually.

於2016年以15W LED燈取代2,811組傳統燈管。及後於2017年逐步升級LED照明系統，包括分別以16W與24W LED燈，取代1,660組28W LED燈及410組85W 4U燈，每年共節能**111,400千瓦小時**。

3 4 UPGRADED SOLAR HOT WATER SYSTEM 升級太陽能熱水系統

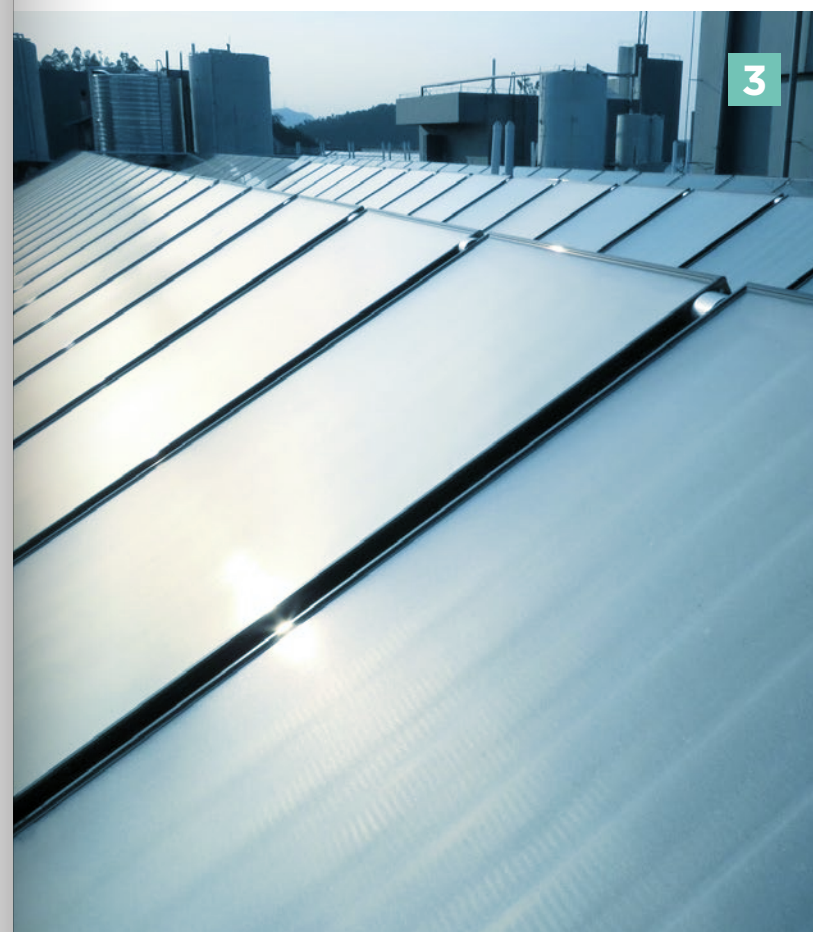
Upgraded the existing system with new solar panels, 2 additional Air Source Heat Pumps, and pipe insulation, completely phased out traditional diesel water boilers.

以新太陽能板、2組空氣能熱泵及保溫管道升級現有系統，全面淘汰傳統柴油熱水鍋爐。

5 UPGRADED AIR COMPRESSORS 升級空壓機

Upgraded the existing system with Oil-injected Rotary Screw Air Compressors to enhance efficiency, while reducing **30%** electricity use, operating noise, and maintenance cost.

把現有系統升級為微油螺杆式空壓機提高效率，同時節省**30%**用電量，以及操作噪音與維修費用。



MINIMIZING ENVIRONMENTAL FOOTPRINT

減少環境足跡

PRODUCTIVITY & EFFICIENCY

生產力與效率

1 FULLY AUTOMATED CUTTING MACHINES
全自動裁床

Utilized Fully Automated Cutting Machines which enhanced efficiency by **400%** and improved cutting accuracy, while reducing manpower by **67%** and overall yield loss.

採用全自動裁床，提升效率**400%**及改善剪裁精準度，同時減省**67%**人力與整體生產損耗。

2 AUTOMATIC HANGER SYSTEM
自動吊掛系統

Enhanced productivity by **15%**, and improved production logistics and space utility, while reducing overall manpower at the same time.

採用自動吊掛系統，不但提升**15%**生產力及改善生產物流與空間利用率，更減少整體人力需求。



AWARDS & ACCOLADES

獎項及認證

Over the years, LAWSGROUP Textile has been dedicating extra resources to fulfill and comply with different international standards in Environmental Protection, Chemical Control, and Sustainability, and received different awards and accolades.

多年來，羅氏紡織一直投放額外資源於環境保護、化學品管制及可持續發展上，以符合不同的國際標準，同時亦獲發多個獎項與認證。



WWF LCMP Platinum



ISO 14001:2015



GOTS 4.0



ISO 9001:2015



SA 8000:2014



ISO 14001:2015



SA 8000:2014



ISO 14001:2015



SA 8000:2014



WWF LCMP Gold



WWF LCMP Gold

ABOUT LAWSGROUP KNITTING

關於羅氏針織



As a key player in Knitting Manufacturing, LAWSGROUP Knitting is one of the pioneers in utilizing computerized knitting machines in the manufacturing process. With over 250,000 sqm site coverage of manufacturing plants in China, Vietnam, and Bangladesh, the total annual production capacity is over 48,000,000 pieces. On top of that, two new factories in Vietnam and Bangladesh are going to start production in 2018, adding an additional 80,000 sqm of site coverage.

LAWSGROUP Knitting 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 Low Carbon Manufacturing Programme (LCMP) Platinum Award — the highest level of award within the scheme, together with 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，羅氏針織是其中一間全面使用電腦化編織機的生產商。於中國內地、越南及孟加拉擁有佔地共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，兩間位於越南及孟加拉的新廠房亦即將在2018年開始投產，令整個生產基地額外增加80,000平方米。

羅氏針織獲得環境管理系統 ISO 14001 及 SA 8000 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)最高級別的鉑金獎，以及符合其他國際標準包括「粵港清潔生產優越伙伴(製造業)」、GAP的「P.A.C.E計劃」及ISO 9001等。



NEW EXPANSION PLAN

新擴充計劃

To stay ahead of the industry and in line with the Belt & Road Initiative, LAWSGROUP Knitting is setting up two new manufacturing facilities, one in Vietnam and one in Bangladesh. The site in Vietnam is strategically located near Ho Chi Minh City center, and is 50km away from Saigon Seaport, Hiep Phuoc Seaport, and Bourbon Port, facilitating logistics and transportation.

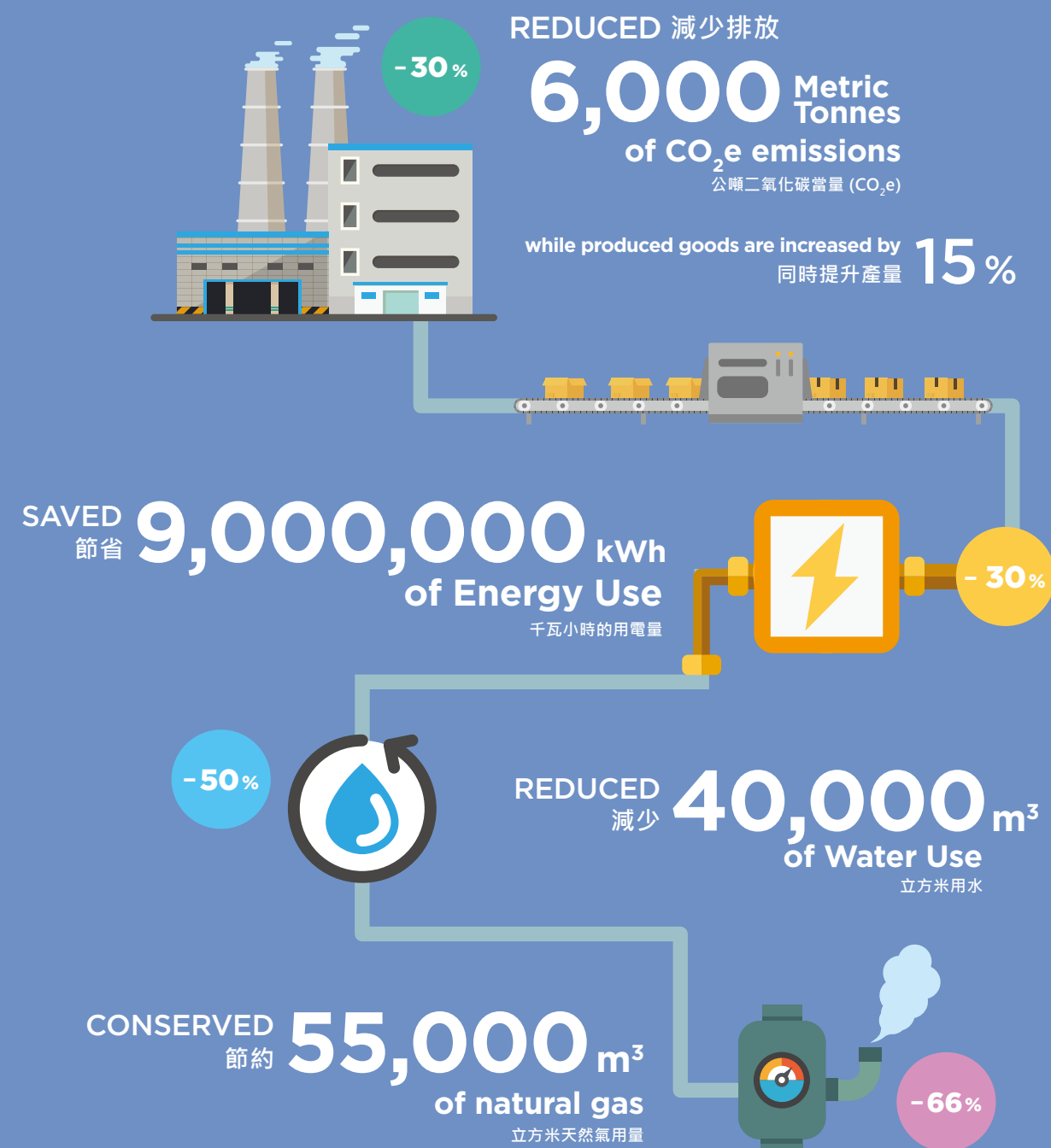
The new factory in Bangladesh has also utilized the developer-ready infrastructure and the dynamic work force within the province. These two new facilities will create synergy with the existing ones in China and Bangladesh, and further enhance the overall productivity and export flexibility.



為保持行業之領先地位及響應一帶一路政策，羅氏針織於越南及孟加拉各開建一座新廠房。其中一個策略是安排越南新廠址於胡志明市中心附近，50公里內直達西貢海港、協福港以及波旁港，提升物流及運輸效率。

另外位於孟加拉的新廠房亦善用當地的基礎建設及人力資源。兩個新項目將與現有位於中國及孟加拉的廠房產生協同效應，提升整體生產力及出口彈性。





MINIMIZING ENVIRONMENTAL FOOTPRINT

減少環境足跡

RESOURCES CONSERVATION & RECYCLING

資源節約及循環再用

1 2 STEAM RECYCLING & HOT WATER RETURN SYSTEM 蒸汽循環回收系統

Fully utilized heat and steam produced during the manufacturing process to maximize energy efficiency. At the same time, the Hot Water Return System collected condensed water from the steam pipes back to the boiler and recycled for steam production, reducing overall energy and water consumption.

充分利用於生產過程中所產生的熱能和蒸汽，以提升能源效益。同時熱水回收系統把蒸汽管道的冷凝水回收至熱水鍋爐，再循環生產蒸汽，減少整體的能源與水使用量。

3 PRODUCTION WASTEWATER TREATMENT & RECYCLING SYSTEM 生產廢水處理及循環系統

Treated wastewater collected during the manufacturing process and reused in the production line, saving more than **50%** of overall water use.

收集生產過程所產生的污水，經處理後循環再用於生產線上，節省**50%**以上整體用水量。

4 NATURAL GAS BOILER 天然氣鍋爐

Operated by burning natural gas instead of heavy fuel, which greatly reduced air pollutants and CO₂e emissions.

以天然氣取代重油運作，大大減低空氣污染物及二氧化碳當量排放。



MINIMIZING ENVIRONMENTAL FOOTPRINT

減少環境足跡

ENERGY CONSERVATION & EFFICIENCY

能源節約及效益

1 SOLAR HOT WATER SYSTEM 太陽能熱水系統

Installed Solar Hot Water System in staff residence, saving more than **500,000 kWh** of electricity use.

於員工宿舍安裝太陽能熱水系統，節省**500,000千瓦小時**以上的用電量。

2 AIR TO WATER HEAT PUMP 空氣源熱泵熱水器

Replaced traditional boiler with Air-to-water Heat Pump, conserving **55,000m³** of natural gas and relatively reducing CO₂e emissions by **60%**.

以空氣源熱泵熱水器取代傳統熱水鍋爐，節省**55,000立方米**的天然氣，並相對減少**60%**的二氧化碳當量排放。

3 UPGRADED AIR COMPRESSORS 升級空壓機

Upgraded the existing system with Rotary Screw Air Compressors to enhance efficiency, while reducing **30%** of electricity use and lowering operating noise and maintenance cost.

把現有系統升級為螺桿式空壓機提高效率，同時節省**30%**用電量以及減低操作噪音與維修費用。

4 UPGRADED LED LIGHTING SYSTEM 升級LED照明系統

Replaced 4,000 pieces of 36W T8 fluorescent tubes with 2,000 pieces of 16W LED lights, saving **951,552 kWh** of electricity use annually.

以2,000組16W LED燈取代4,000組36W T8燈管，每年共節省**951,552千瓦小時**用電量。



MINIMIZING ENVIRONMENTAL FOOTPRINT

減少環境足跡

PRODUCTIVITY & EFFICIENCY

生產力與效率

1 AUTOMATIC HANGER SYSTEM
自動吊掛系統

Enhanced productivity by **15%**, and improved production logistics and space utility, while reducing overall manpower at the same time.

採用自動吊掛系統，不但提升**15%**生產力及改善生產物流及空間利用率，更減少整體人力需求。

2 NEW KNITTING MACHINES
新型編織機

Adopted new knitting machines which relatively conserved more than **40%** of energy use, while reducing **50%** of CO₂e emissions at the same time.

改用新型編織機，相對節省**40%**以上的能源消耗，同時減低**50%**二氧化碳當量排放。



AWARDS & ACCOLADES

獎項及認證

With the extra effort in Carbon Emissions Reduction, Energy Conservation, and Chemical Management, LAWSGROUP Knitting is awarded with the WWF LCMP Platinum Award, together with other international awards and accolades.

憑著減低碳排放、節約能源以及化學品管理上的努力，羅氏針織獲得多項國際獎項與認證，包括世界自然基金會頒發低碳製造計劃(LCMP)的鉑金獎。



WWF LCMP Platinum



ISO 9001:2015



ISO 14001:2015



SA 8000:2008



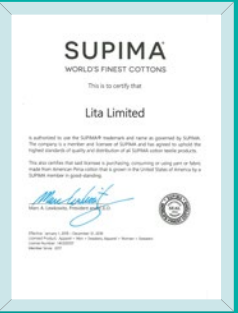
SA 8000:2008



Hong Kong-Guangdong
Cleaner Production Excellent Partner
粵港清潔生產優越伙伴(製造業)



Wool Rich Blend Certificate



SUPIMA Cotton Certificate



BOCHK - Corporate Environmental Leadership Award 2017
中銀香港企業環保領先大獎 2017



GAP P.A.C.E. Vendor



COMMITTING TO THE PEOPLE & WORKPLACE

對人才與工作環境的承諾

CORPORATE
CORE
VALUES

企業核心價值

CORPORATE CORE VALUES



H.I.T. CULTURE

H.I.T. 文化

“Happiness, Integrity, and Teamwork” are the three Corporate Core Values of LAWSGROUP, which define the internal Corporate “H.I.T. Culture” and the framework for different staff trainings and overall management.

「快樂、誠信及團隊精神」為羅氏集團的三個企業核心價值，同時亦奠定企業內部的「H.I.T.文化」、員工培訓的框架以及整體的管理。

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



H.I.T. LOGO DESIGN CONCEPT

H.I.T. 標誌設計理念

- “h i t” in lower case and script typeface — symbolizing a young and energetic Corporate Image with Passion for Fashion.
- Letter “i” as a human figure — representing our emphasis on Human Capital and how the corporate core values of “Happiness, Integrity and Teamwork” are upheld by our staff.
- Hollowed letter “i” — implying “to empty your cup”, to embrace changes positively, and learn something new with a humble and open mind.
- 細階字母及腳本字型的「hit」— 象徵着一個年輕、充滿動力及對時尚熱忱的企業形象。
- 人形設計的「i」字母 — 代表以人為本的精神，以及集團員工秉承「快樂、誠信及團隊精神」之核心價值。
- 鏤空的「i」字母 — 意味「保持空杯心態」、積極面對改變，並虛心學習及接受新事物。



HUMAN
CAPITAL
STRATEGY

人力資本策略

LAWSGROUP values talents and considers human capital as top priority and the most important asset in the company. Extra effort and resources are dedicated to Recruiting, Developing, and Retaining staff as the core mission of the Human Capital Strategy.

羅氏集團以人為本，重視人才，把人力資本視為公司最重要的資產及首要考慮。因此投放大量資源於招聘、培育以及保留人才上，作為人力資本策略的首要任務。



- | | | |
|---|--|---|
| <ul style="list-style-type: none">• Clear Career Perspective• Competitive Package and Benefits• Seeding in Educational Institutions• Management Trainee Program• Employee Value Proposition• Diversified Workforce | <ul style="list-style-type: none">• Internal Training Programs• Laws Academy• H.I.T. Training• “The Leadership Challenge” Training• i-Program• Team Building Campaigns• Qualifications Framework (QF)• Mid-year and Annual Performance Review | <ul style="list-style-type: none">• Happy, Safe, and Healthy Work Environment• Willingness to listen and respond to Staff’s feedback• Corporate Branding• Employee Relations• Flexible Working Hours• Fairness |
| <ul style="list-style-type: none">• 清晰明確的工作目標• 具競爭力的薪酬與福利• 與不同教育機構合作實習計劃• 畢業生培訓計劃• 員工價值主張• 人才多元化 | <ul style="list-style-type: none">• 內部培訓計劃• 羅氏學院• H.I.T.企業文化培訓• 《領導力》培訓• i-Program 自導學習計劃• 團隊凝聚活動• 資歷架構 (QF)• 年中與年度表現評核及薪酬檢討 | <ul style="list-style-type: none">• 快樂、安全及健康的工作環境• 願意聆聽並回應員工的意見• 企業品牌• 員工關係活動• 彈性工作時間• 公平公正 |

INTERNAL TRAININGS

內部培訓

LAWS ACADEMY

羅氏學院



To implement our Human Capital Strategy effectively across all business units and departments in different countries, Laws Academy was established to provide Internal training solutions and to promote LAWSGROUP's Corporate Culture and Values.

Laws Academy Core Value Framework:

Laws Academy continues to implement our corporate core values "H.I.T. Culture", and reinforce the two core trainings "The Leadership Challenge - Five Fundamental Practices" and "DiSC® as Communication Tool", through a series of quality trainings and activities.

為了於不同國家的業務和部門有效地實行人力資本策略，我們成立羅氏學院，推動內部培訓方案及羅氏集團企業文化與價值。

羅氏學院核心理念框架：

羅氏學院透過一系列的優質培訓與活動，持續實踐集團的核心價值「H.I.T.文化」，並深化「TLC領導力-五大領導者習慣行為」及「DiSC®溝通工具」等兩項主要培訓課程。



TLC THE LEADERSHIP CHALLENGE

TLC 領導力



One of the core training programs is "TLC The Leadership Challenge", founded by Jim Kouzes and Barry Posner in 1982, in which the "Five Fundamental Practices" are in line with our "H.I.T. Culture":

其中一個核心培訓計劃為「TLC領導力」，由 Jim Kouzes 與 Barry Posner 於1982年創立。當中倡導的「五大領導者習慣行為」與羅氏集團的「H.I.T.文化」不謀而合：

HAPPINESS

快樂

- Passion at work
- Proactiveness
- Stay Positive when facing Challenges

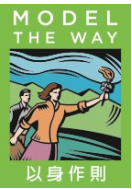


- 對工作熱忱
- 主動性
- 保持積極態度面對挑戰

INTEGRITY

誠信

- Honesty
- Ethical and Effective Communications



- 誠信
- 良好職業操守及有效的溝通

TEAMWORK

團隊精神

- Team Cohesiveness
- 團隊凝聚力



INTERNAL TRAININGS

內部培訓

TRAINING PROGRAMS FOR H.I.T. CULTURE

H.I.T. 文化培訓課程

A wide range of trainings and workshops are organized regularly to promote and reinforce the Group's core values and H.I.T. Culture, including “H.I.T. with TLC Workshops”, “Living H.I.T. Way Workshops”, and “H.I.T. Leadership Trainings”.

Since 2012, LAWSGROUP has been organizing more than 20 H.I.T. Leadership Trainings for all staff, including seminars, workshops, sharing sessions, study groups, and team building events. The training was further refined by adopting “TLC The Leadership Challenge” in 2014 to enhance the training results. In 2017, more selective courses were rolled out to match different staff' preferred learning style.

集團定期舉辦多項培訓與工作坊，以促進並加深所有員工對集團核心價值及H.I.T.文化的了解，當中包括「最H.I.T.領導力工作坊」、「H.I.T.文化工作坊」及「H.I.T.領導力培訓」。

自2012年起，羅氏集團共舉辦了超過20個H.I.T.領導力培訓課程，包括研討會、工作坊、分享會、考察團及團隊凝聚活動。於2014年更將「TLC領導力」融入課程內容中，加強培訓效果。而在2017年，集團更推出更多自選課程，以迎合不同員工喜好的學習模式。



E-LEARNING PILOT PROGRAM

網上學習先導計劃

LAWSGROUP has also created an e-Learning Platform for a more flexible and versatile learning experience, offering e-Courses with Quizzes, Articles & Inspirational Notes Sharing, Group Newsletters, Book Recommendation, Peer-to-peer Recognition Program, and more.

羅氏集團亦建立網上學習平台，提供一個更富彈性及多元化的學習體驗，包括線上課程及小測驗、文章與勵志語錄分享、集團通訊、書本推介及同事讚賞計劃等。



I-PROGRAM SELF-LEARNING SCHEME

I-PROGRAM 自導學習計劃

At the same time, LAWSGROUP has initiated “i-Program Self-learning Scheme” to encourage continuous learning. Each permanent staff is suggested 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.

同時羅氏集團亦設立「i-Program自導學習計劃」，鼓勵員工持續學習，並建議所有全職員工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 / RECREATIONAL ACTIVITIES
慈善或文娛康樂活動
- 3 READING / VIEWING REPORT
閱讀/欣賞報告



INTERNAL TRAININGS

內部培訓

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 for middle management within the Group's manufacturing unit in mainland China. The whole program stretches 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 formed by different business departments including representatives and mentors from Manufacturing Operations, Human Resources, and 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，並由資深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。

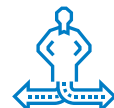
整個計劃由來自不同部門代表組成的督導委員會負責，包括製造業、人力資源部及學習與培訓部，以促進工作評估及培訓進度。



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 Operations & 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

THE 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 Personal Advancement & Career Enhancement Program (P.A.C.E.) targets female factory workers, with the aim to help them gain the skills and confidence they need to advance at work and in life. As of 2016, a total of 31,230 hours of trainings were arranged. LAWSGROUP's P.A.C.E. Team also received "The Best Communications Award".

P.A.C.E.計劃由集團其中一個主要客戶GAP發起，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」。



QUALIFICATIONS FRAMEWORK

資歷架構



For the long-term development of the frontline staff, LAWSGROUP has joined the Qualifications Framework (QF) organized by the HKSAR government. Staff with certain seniority can apply to enroll in the "Recognition of Prior Learning (RPL)" assessment, to receive formal recognition of their knowledge, skills, and experiences acquired beyond traditional academic training.

為了照顧前線員工的長期發展，羅氏集團參加了由香港特別行政區政府推出的資歷架構 (QF) 計劃。資深前線員工可申請參與「過往資歷認可 (RPL)」評核，讓他們可以在傳統學術制度以外，得到對其行業知識、技能以及經驗的專業認可資格。



LAWSGROUP Deputy Chairman & CEO Mr. Bosco Law (Right 5 on the back row) also sits in the Qualifications Framework Industry Training Advisory Committee to help promoting the program within the industry.
羅氏集團副主席及行政總裁羅正杰先生亦參與「資歷架構」行業培訓諮詢委員會，推動計劃於業界之發展。

COMMITTMENT
TO THE
WORKPLACE

對工作環境的承諾

A SAFE AND FAIR WORKPLACE

安全與公平的工作環境

Safety and Fairness are top priorities in every LAWSGROUP's workplace, regardless the offices or factories. All Safety & Fairness Policies are initiated, reviewed, executed, and evaluated through the following procedures to ensure they are fully and effectively implemented at all levels within the Group.

羅氏集團每一個工作環境，無論是辦公室或廠房，都以安全與公平為最首要考慮。所有關乎安全與公平的政策都會經過以下的程序去設立、審核、執行及評估，確保能在集團內的各層面都充分及有效地實施相關政策。



Safety and Fairness measures included but not limited to:
安全與公平措施包括但不限於：

SAFETY AND HEALTH MANAGEMENT
安全及健康管理

- Formulate and Implement Safety and Health Policy
- Improve employees' Health Literacy through Employee Relations Activities and promote a "Safety and Health Culture"
- Develop Safety Training Programs to enrich employees' relevant knowledge
- Monitor and review the existing Safety and Health system regularly to measure and evaluate its performance
- 制定並實踐全面安全及健康政策
- 透過員工關係活動，提升員工的健康識能，並推廣「安全及健康文化」
- 訂立安全訓練計劃，鞏固員工相關的安全知識與技能
- 定時監察與評估現行的安全及健康制度，以衡量及檢討相關措施的成效

FAIRNESS IN WORKPLACE
公平工作間

- Promote Equal Opportunities Employment
- Provide Fair Remuneration Packages
- Implement Fair Grievance Procedure
- Formulate Conflict of Interest Declaration System
- 推動平等就業機會
- 提供平等薪酬及待遇
- 實行公開、公正及公平的申訴程序
- 訂立利益衝突申報制度



COMMITMENT
TO THE
WORKPLACE

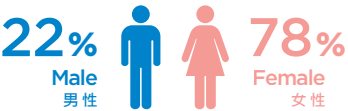
對工作環境的承諾

DIVERSIFIED WORKFORCE

多元化勞動力

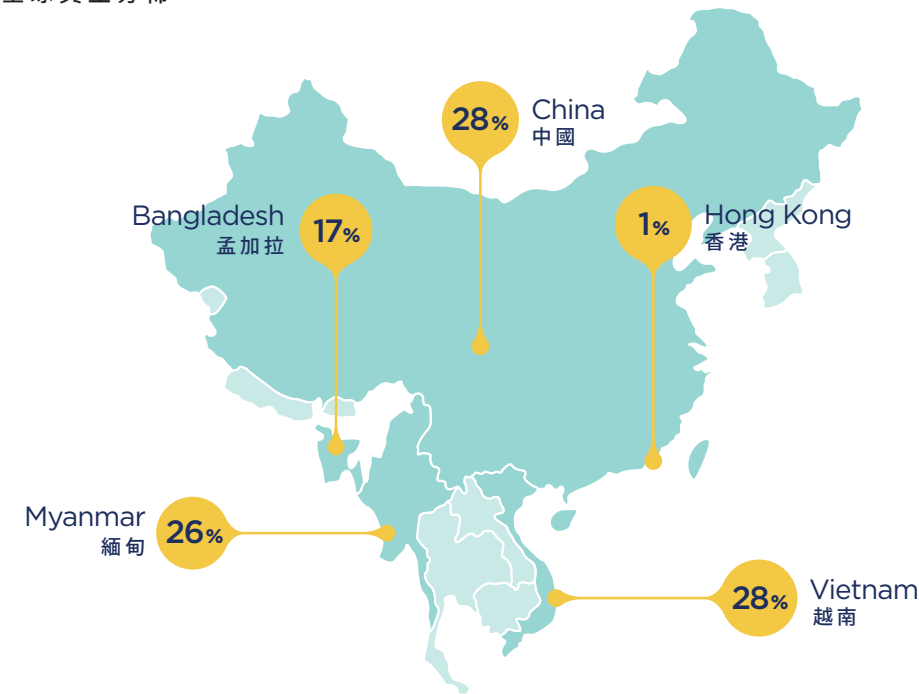
As a multinational conglomerate, LAWSGROUP is devoted to creating a diversified workplace which fosters teamwork among staff from different cultures and backgrounds. The male-female ratio in Headquarters Office is relatively even at about 1 to 1.3. While in some regions with manufacturing facilities, 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。有別於一些設有廠房的地區，女性員工的比例則明顯較多。



GLOBAL WORKFORCE DISTRIBUTION

全球員工分佈



AWARDS &
ACCOLADES

獎項及殊榮

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

憑着於人才發展及工作間管理上的努力，羅氏集團獲得多個獎項及殊榮，包括「香港工業總會工業獻愛心 - 至尊關懷大獎」、「ERB人才企業」、「開心企業」及連續十五年參與「商界展關懷」。



Industry Cares
Grand Caring Award 2016



WWF LOOP Certificate



15+ Caring Company



ERB Manpower Developer



Happy Company Certificate



(From Left to Right) LAWSGROUP Human Resources Director Ms. Miko Cheung received the “WWF Silver Member Trophy” from WWF Hong Kong CEO, Mr. Peter Cornthwaite; the “ERB Manpower Developer Certificate” from the Chairman of Employees Retraining Board, Dr. William Leung; and the “FHKI Industry Cares - Caring Certificate (Enterprise Group)” from the Secretary for Labour and Welfare of HKSAR, Dr. Law Chi-kwong, on behalf of the Group.

(由左至右) 羅氏集團人力資源總監張嘉瑩小姐代表集團接受由世界自然基金會香港分會行政總裁Mr. Peter Cornthwaite頒發「純銀會員獎座」；由僱員再培訓局主席梁永祥博士頒發「人才企業」殊榮；以及由香港特別行政區勞工及福利局局長羅致光博士頒發「香港工業總會工業獻愛心 - 愛心關懷獎 (企業組別)」。



INVESTING IN THE COMMUNITY

貢獻與建設社區

NURTURING
ENTREPRENEURSHIP

孕育初創企業

文化 創造 地標

NURTURING ENTREPRENEURSHIP



THE CULTURAL & CREATIVE LANDMARK

文化創意地標



Opened in late 2013, D2 Place is the first Shopping Mall cum Office Complex revitalized from industrial buildings in Hong Kong. The whole project consists of two towers D2 Place ONE and D2 Place TWO, offering over 500,000 sq.ft. of Retail, Office, and Event Spaces.

Unlike any other cookie-cutter mall, D2 Place is operated with a unique and inaugural “Entrepreneurship Model”, which is initiated by LAWSGROUP’s Deputy Chairman and CEO Mr. Bosco Law, and is part of the Group’s CSV (Creating Shared Value) Initiatives.

Also named as “Designers’ Dreams”, D2 Place strives to promote local culture and creativity through proactively collaborating with Young Designers, nurturing Startups and Local Brands, driving Innovative and Creative Movement, and supporting other stakeholders in the Creative Industries.

Since the launch of the “Entrepreneurship Model”, more than 5,000 local and international creative parties have been fostered and groomed, benefiting from D2 Place, which serves as a Creative Hub with community of shared-mind individuals under the same roof.

於2013年尾開業，D2 Place 是香港首個由工業大廈改建而成的商場及辦公室。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。

有別於其他倒模商場，D2 Place 以首創及獨特的「初創商業模式」(Entrepreneurship Model) 營運。此營運模式為羅氏集團副主席及行政總裁羅正杰先生創立，並納入為集團「創造共享價值」(Creating Shared Value) 的其中一環。

以「設計師之夢想 Designers’ Dreams」而命名，D2 Place 致力促進香港文化創意之發展，積極與年輕設計師合作、孕育初創企業及本地品牌、推動創新創意、以及支持創意文化界的各持份者。

自「初創商業模式」的啟動，已有超過5,000個本地及海外的創意團體得到支持，令D2 Place成為一個集結年輕創新動力的文化創意地標。

CREATING
SHARED
VALUE

創造共享價值

THE ENTREPRENEURSHIP MODEL

初創企業模式

The Entrepreneurship Model consists of 6 different steps, in which startups are nurtured and supported progressively from an initial sales experience in the Weekend Markets to managing a developed business across the city and even outreaching the world.

1



Weekend Markets
週末市集

1 Weekend
一個週末

Very Affordable Rent
容易負擔之租金

The only shopping mall in Hong Kong with Weekend Markets organized on every single weekend.

香港唯一一個商場每逢星期六及日無間斷舉辦週末市集。



Weekend Markets
@ D2 Place



2



Pop-up Stores
快閃店

1-3 Months
一至三個月

Concessionary Short-term Lease
優惠短期租約

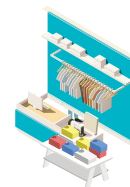
One-off short-term lease for testing market response. Operate 7 days a week with furniture & display support.

一次性短期租約，用作測試市場反應。需每天營運並附設多款傢具及陳列配件可供選擇。

BE MY OWN BOSS
Pop-up Store



3



Kiosks
銷售櫃檯

1 Year+
一年或以上

Flexible Terms
靈活條款

Open shop layout with own Brand elements. Operate daily with operational & marketing support

開放式店鋪設計，可自設自家品牌裝潢。需每天營運，支援營運及宣傳推廣。

DREAM IT? DO IT!



4



Shops
店鋪

1 Year+
一年或以上



THE BARN
Brands & Co.
THE BARN 生活百貨

3 Months+
三個月或以上



Long-term Shop Tenancy
長期店鋪租約

Long-term lease with own shopfront in an enclosed shop layout. Operate daily with marketing and business development support; OR alternatively join the one-stop consignment service at THE BARN Lifestyle Department Store.

以長期租約擁有自家店鋪及門面。需每天營運，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。

5



Across the City
遍及市內

Promotion of the CSV Model
推廣「商社共生」計劃

One of D2 Place's missions is to further promote the concept of Creating Shared Value (CSV), which is different from traditional Corporate Social Responsibility (CSR), across the city.

Since D2 Place launched the "Entrepreneurship Model" in 2013, more and more developers accepted and adopted similar models in their shopping malls and retail businesses. This enables more and more entrepreneurs to benefit and expand their businesses.

D2 Place 其中一個使命就是把有別於企業社會責任 (CSR) 的「創造共享價值」(CSV) 概念於市內全面推廣。

自 D2 Place 於 2013 年開展「初創商業模式」後，市內越來越多發展商響應及接納，並於旗下商場及零售業務採用類似的營運模式，成為一個新趨勢。令更多初創企業能受惠及進一步擴充業務。

6

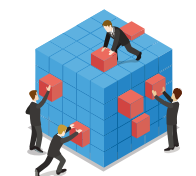


Outreach the World
面向世界

Adoption in other Cities
落戶於其他城市

To further enhance the win-win situation between D2 Place and the Entrepreneurs, LAWSGROUP is actively exploring new opportunities in other cities — to introduce Hong Kong's Creativity and Talents to the world and further drive this "Creative & Business Momentum".

為了進一步提升 D2 Place 與初創企業的雙贏合作關係，羅氏集團正積極於其他城市發掘新機會 — 藉此讓世界各地認識香港的創意和人材，從而深化及推動此「創意商業動力」。



CREATING SHARED VALUE

創造共享價值

THE BUSINESS-CREATIVE COMMUNITY PARTNERSHIP

商業與創意群組合夥計劃

D2 Place's Entrepreneurship Model was created based on the Creating Shared Value (CSV) theory originally proposed by Professor Michael Porter and Mark Kramer from Harvard University in 2011. Traditional CSR is a unidirectional sponsorship or support directly from corporate to the beneficiary, which is usually a one-off and short-term support in the form of donation or volunteering work.

CSV, on the other hand, is a two-way interaction, in which the corporate develops a unique business model to facilitate growth for both the corporate and the beneficiary, together in a win-win situation. Such an innovative concept was first introduced in Hong Kong and is one of the major reasons that ensures long-term financial sustainability for D2 Place.

D2 Place 的「初創商業模式」是參考由哈佛大學教授 Michael Porter 與 Mark Kramer 於2011年提出的「創造共享價值」理論而創立。傳統企業社會責任(CSR)是由企業向受惠者提供單向式的贊助或支持，通常是短暫及一次性，例如捐款或義工服務。

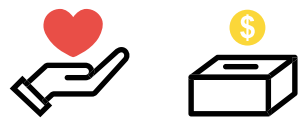
相反，創造共享價值(CSV)則著重雙向的互動。由企業自行開發獨特的營運模式，從而促進企業及受惠者兩方的共同發展，以達致雙贏。此創新概念是首次於香港出現，亦是保持 D2 Place 長遠可持續財務發展的其中一個重要因素。

CSR

CORPORATE SOCIAL RESPONSIBILITY
企業社會責任

- One-off Unidirectional Goodwill and Support
- In response to External Needs
- Pure Philanthropic Cause

- 單向一次性的捐助或支持
- 回應外在需求
- 單純慈善事項

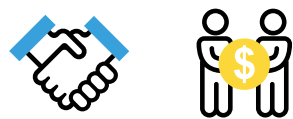


CSV

CREATING SHARED VALUE
創造共享價值

- Create both Economic and Social Benefits
- Initiated Internally to Compete
- Win-win to Maximize Profits

- 創造經濟及社會效益
- 由公司內部發起去增強競爭力
- 以雙贏局面最大化利潤



BUSINESS FOR SOCIAL GOOD GRAND AWARD

「商社共生」傑出大獎



LAWSGROUP Deputy Chairman & CEO, Mr. Bosco Law, received the "Business for Social Good - Grand Award" from Chief Executive of Hong Kong, Mrs. Carrie Lam, and Convenor of HKSAR Executive Council, Mr. Bernard Chan at the Business for Social Good Outstanding Award Presentation 2017. 羅氏集團副主席及行政總裁羅正杰先生於「2017 商社共生傑出大獎頒獎典禮」獲香港特別行政區行政長官林鄭月娥女士及香港特別行政區行政會議召集人陳智思先生頒發「商社共生傑出大獎」。

With the dedication and outstanding results of the D2 Place Entrepreneurship Model, LAWSGROUP received the Grand Award at the inaugural Business for Social Good Award — organized by Our Hong Kong Foundation for recognizing corporates with exceptional contribution in Creating Shared Value.

The Award was judged and voted by over 500 professionals, including Corporate CEOs, NGO CEOs, and MBA Students. LAWSGROUP won the Grand Award among hundreds of participants and it was a great encouragement and recognition to the Group's effort in implementing CSV in Hong Kong.

憑著 D2 Place「初創商業模式」的卓越貢獻和成果，羅氏集團於首屆「商社共生大獎」中獲得傑出大獎。該獎項由團結香港基金舉辦，表揚於「創造共享價值」(CSV) 有傑出成就的企業。

「商社共生大獎」經由超過500位專業評審遴選及投票選出，當中包括企業行政總裁、非牟利機構行政總裁、以及工商管理碩士學生。羅氏集團於過百家參選企業脫穎而出獲得傑出大獎，是對集團於香港履行CSV的肯定和鼓勵。



OUTSTANDING AWARD

CREATING
SHARED
VALUE

創造共享價值

In 2017, D2 PLACE

D2 PLACE 於2017年

Organized over

60

Weekend Markets

舉辦超過60場週末市集

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

Collaborated with over

110

Government and Public Institutions, NGOs, Private Companies and Creative Parties
與超過110個政府與公共機構、非牟利組織、私營機構及創意團體合作

Supported more than

4,800

Startups and Local Businesses
支持4,800多間初創及本地企業

Attracted more than

3,200,000

Shoppers and Visitors
吸引了超過3,200,000位顧客

Helped startups generate more than

HK\$28,500,000

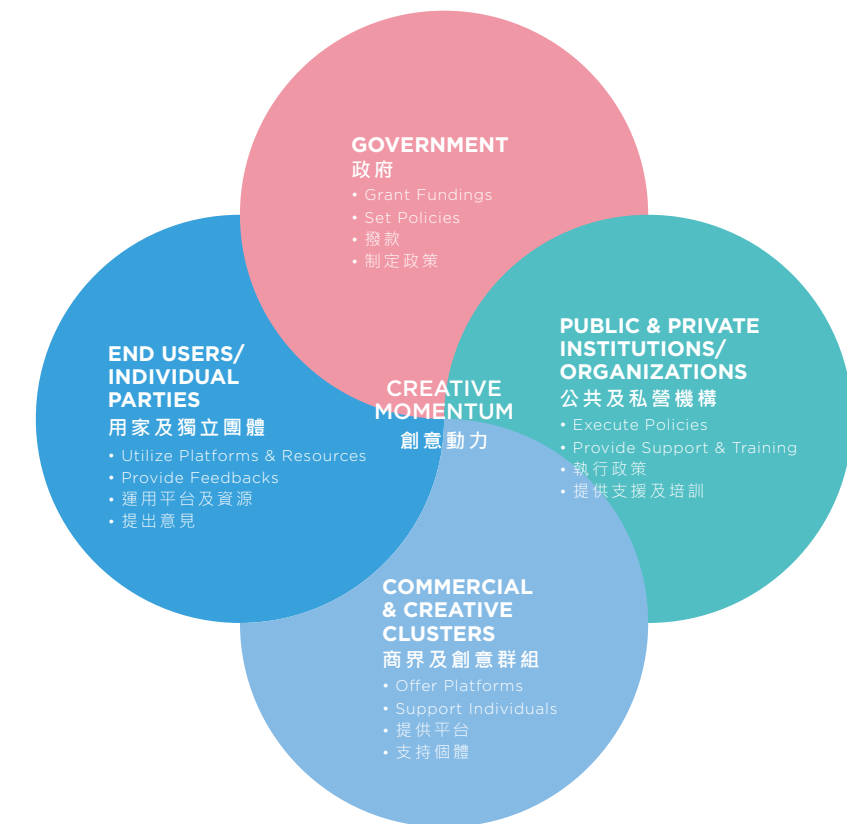
of sales
協助初創公司帶來超過28,500,000港幣的銷售額

*Excluding revenue from other shops and tenants

*不包括商場內其他商戶之收入

HONG KONG CULTURAL & CREATIVE ECOSYSTEM

香港文化及創意生態



LAWSGROUP is also committed to promoting CSV across the city through media, speeches, seminars, and other events, in which more and more developers in Hong Kong started to follow and adopt similar concepts to those at D2 Place in their shopping malls, such as offering rental support to local entrepreneurs, organizing weekend markets and workshops, setting up local handicraft zones, and recruiting local individual brands. Such retail movement fulfills the vision as illustrated in Step 5 of the D2 Place Entrepreneurship Model, and LAWSGROUP is thrilled to see more and more startups benefiting across the city.

In recent years, a new Cultural & Creative Ecosystem is being evolved, led by the HKSAR government and supported by different Commercial and Creative Clusters, through a form of “Business-Government-Community tri-partite partnership”.

羅氏集團同時亦透過媒體、演說、講座、以及其他活動，積極於香港推動CSV的發展，令越來越多發展商跟隨並於旗下商場採用與 D2 Place「初創商業模式」相近的概念，包括向本地初創提供租金優惠、舉辦市集及工作坊、設立本地手作區、以及招攬本地獨立小店等。此零售業的轉變正正符合 D2 Place「初創商業模式」第五階段中所提及的願景，羅氏集團非常高興能有更多的初創企業受惠。

近年香港特別行政區政府特意牽頭，與商界及創意群組合力打造出「民商官三方協作的模式」，促成一個新文化創意生態的誕生。

CREATING
SHARED
VALUE

創造共享價值

BUSINESS-GOVERNMENT-COMMUNITY
TRI-PARTITE PARTNERSHIP

民商官三方協作模式

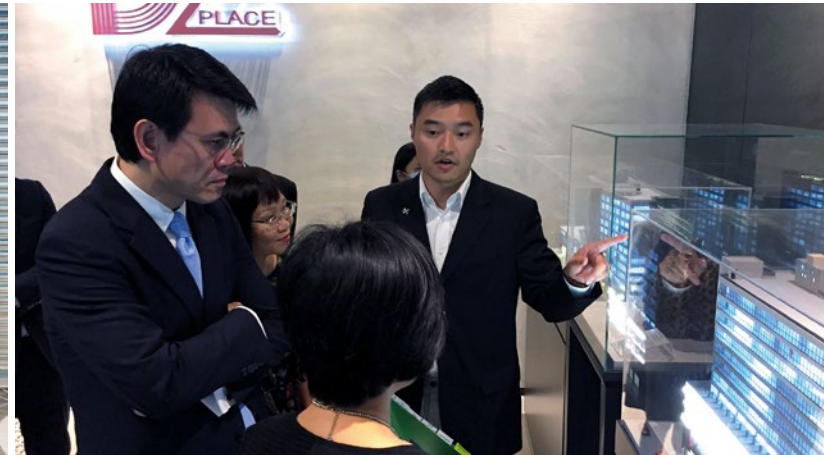
As a Cultural & Creative Hub for the young generation and one of the successful cases under the Industrial Building Revitalization Scheme, D2 Place has become a subject of study for the government, universities, and commercial entities. D2 Place is honoured to have different senior government leaders visiting and supporting the project.

As mentioned in the Chief Executive's 2017 Policy Address, the HKSAR Government is committed to supporting the youth in developing their creativity and businesses. LAWSGROUP is also one of the 10 developers joining the "Space Sharing Scheme for Youth", dedicating creative spaces in D2 Place to support young people and start-ups.

作為文化創意地標以及活化工廈政策中的其中一個成功例子，D2 Place 迅速成為政府、大專院校、以及商界的研究課題。D2 Place非常榮幸得到不同的政府高層領袖參觀及支持。

行政長官2017年施政報告提及香港特區政府將致力支持年輕人發展他們的創意及事業，羅氏集團亦是十個業主其中一家企業參加「青年共享空間計劃」，於D2 Place劃出創意空間支持年輕人及初創企業。

Guided Tour and Presentation of D2 Place for Chief Executive of HKSAR, Mrs. Carrie Lam
為香港特別行政區行政長官林鄭月娥女士介紹及導覽D2 Place



Guided Tour and Presentation of D2 Place for Financial Secretary of HKSAR, Mr. Paul Chan
為香港特別行政區財政司司長陳茂波先生介紹及導覽D2 Place

Guided Tour and Presentation of D2 Place for Secretary for Commerce and Economic Development of HKSAR, Mr. Edward Yau
為香港特別行政區商務及經濟發展局局長邱騰華先生介紹及導覽D2 Place

CREATIVE MINDS UNDER THE SAME ROOF

SPACE SHARING SCHEME FOR YOUTH



CREATING SHARED VALUE

創造共享價值

SPACE SHARING SCHEME FOR YOUTH

青年共享空間計劃



LAWSGROUP Deputy Chairman & CEO Mr. Bosco Law (Left 4 on the back row) joined the press conference for Space Sharing Scheme for Youth, together with Chief Secretary for Administration of HKSAR, Mr. Matthew Cheung (Left 6 on the front row) and other government officials and landlord representatives.
羅氏集團副主席及行政總裁羅正杰先生(後排左四)與香港特別行政區政務司司長張建宗先生(前排左六)，以及其他政府官員和業主代表出席「青年共享空間計劃」的記者招待會。

As part of the “Business-Government-Community tri-partite partnership”, the HKSAR Government has implemented the Space Sharing Scheme for Youth in 2017, aimed to collaborate with different landlords to provide creative spaces for young entrepreneurs at a discounted rate.

LAWSGROUP is one of the first batch of developers joining the scheme, committing over 20,000 sq.ft. of retail and event spaces in D2 Place ONE and TWO. Young people or start-ups who are eligible to join the scheme will enjoy a concessionary rental offer, and this will be in-line with the existing D2 Place Entrepreneurship Model, so that the end users can enjoy a complete business solution and support, utilizing the network and sales/marketing/distribution channels established by D2 Place and LAWSGROUP.

香港特區政府於2017年實施了「青年共享空間計劃」，作為「民商官三方協作模式」的其中一環。目標與不同業主合作，為年輕人提供創意空間的租金優惠。

作為首批參與此計劃的業主之一，羅氏集團特意於D2 Place一期及二期劃出超過20,000平方呎的零售及活動空間。符合參與資格的年輕人或初創企業將能以優惠租金享用空間，而此計劃更與現有的「初創商業模式」連接，令店家能享有一個完整的營商方案及支援，並能善用 D2 Place 與羅氏集團已確立的網絡及其他銷售/推廣/分銷渠道。

INVESTING IN THE COMMUNITY

貢獻與建設社區

WEEKEND MARKETS, POP-UP STORES & KIOSKS

週末市集、快閃店及銷售櫃檯

D2 Place is one of the pioneers implementing the concept of “Pop-up Stores” and “Kiosks” in Hong Kong. Young entrepreneurs can enjoy concessionary, flexible rental rates and test their products and ideas through interaction with their customers. D2 Place is also the only shopping mall in Hong Kong organizing “Weekend Markets” on every Saturday and Sunday, attracting more than 100 booths and 20,000 shoppers every weekend.

D2 Place 是其中一個採用「快閃店」及「銷售櫃檯」的先驅。年輕創業者可享優惠及彈性的租金，並透過與客人的互動測試他們的產品與概念。D2 Place亦是香港唯一一個商場逢星期六及日舉辦「週末市集」，每個週末吸引超過100個檔攤及20,000名顧客。



THE BARN LIFESTYLE STORE

THE BARN 生活百貨



LAWSGROUP has also collaborated with Hong Kong Trade Development Council (HKTDC) Design Gallery in setting up THE BARN Lifestyle Store, as an additional measure to support entrepreneurship. THE BARN offers a complete consignment solution to support start-ups who are not yet ready to operate their own retail shop on a full-time basis.

為進一步鼓勵和支持初創企業，羅氏集團與香港貿易發展局設計廊合作，開設 THE BARN 生活百貨店，提供全面的寄賣服務，支援尚未準備全職經營零售店的企業家。



INVESTING IN THE COMMUNITY

貢獻與建設社區



SHARING SESSION
分享會



WEEKEND MARKET
週末市集



BOOKFAIR
書展



PHOTO EXHIBITION
攝影展覽



ADIDAS TRAINING ACADEMY
ADIDAS 訓練學院



ART EXHIBITION
藝術展覽



OCEAN PARK PANDA EXPERIENCE
海洋公園熊貓體驗館



DESIGN EXHIBITION
設計展覽



FASHION SHOW
時裝表演

PUBLIC ENJOYMENT

為公眾提供娛樂

As a "Cultural and Creative Landmark", D2 Place actively collaborates with different parties and organizes creative events to promote the growth of the Creative Industries in Hong Kong. It's also in-line with the HKSAR Government's policies in supporting the Youth and the development of the local Art, Design, Fashion, Music, Sports, and Movie industries.

作為一個「文化創意地標」，D2 Place 致力與各方合作，舉辦不同類型的創意活動，積極推動香港文化創意產業的發展。此舉亦同時呼應香港特區政府的多項支持年輕人及推動本地藝術、設計、時裝、音樂、體育及電影業的政策。



LE FRENCH MAY MOVIE SCREENING
法國五月電影放映會

INVESTING
IN THE
COMMUNITY

貢獻與建設社區

SEASONAL AND FESTIVE EVENTS

季節性及節日活動

D2 Place also organizes different festive celebrations and seasonal events, such as setting up the first Snowing Rooftop Garden in Hong Kong during Christmas — which has become one of the annual signature campaigns at D2 Place since 2015. The two malls also collaborated with creative parties from different countries, such as co-organizing Thai Water Festival, Le French May, and Japan Autumn Festival, making D2 Place a unique destination with multicultural activities.

D2 Place 亦舉辦不同類型的節日慶祝及季節活動，例如於聖誕節設置香港首個飄雪天台花園 — 該活動成為D2 Place自2015年起的年度主題項目。兩個商場亦與不同國家的創意團體合作，合辦泰國潑水節、法國五月、日本秋祭等，令D2 Place成為一個包含多國文化的獨特目的地。



CHRISTMAS SNOWING ROOFTOP GARDEN
聖誕飄雪天台花園



CHRISTMAS SNOWING ROOFTOP GARDEN
聖誕飄雪天台花園



HALLOWEEN MARKET
萬聖節市集



MID-AUTUMN FESTIVAL PARTY
中秋節派對



MID-AUTUMN FESTIVAL PARTY
中秋節派對



CHINESE NEW YEAR GAME BOOTHS
農曆新年遊戲攤位



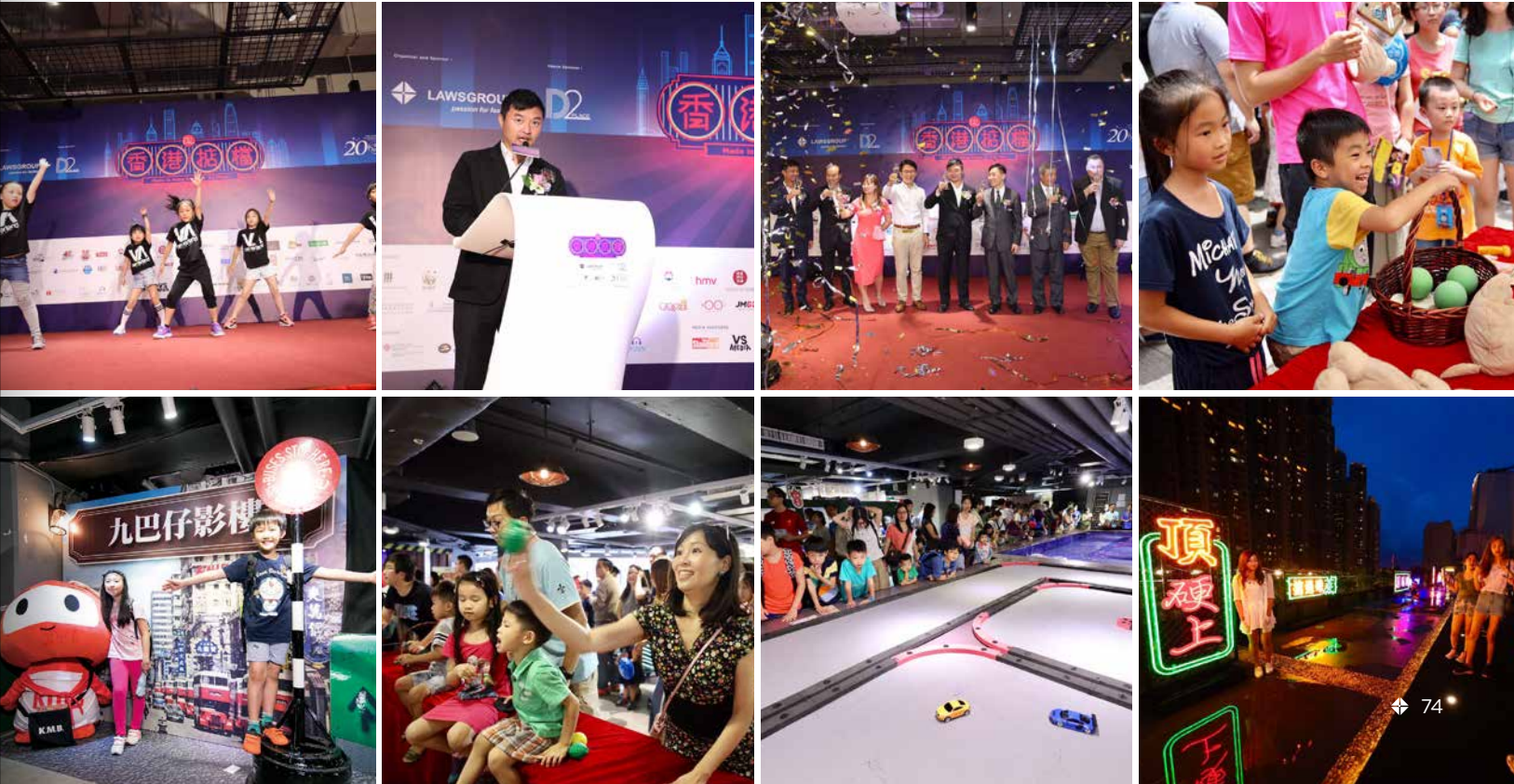
MADE IN HONG KONG 香港掂檔



To celebrate the 20th Anniversary of the establishment of HKSAR, LAWSGROUP has created the brand of “Made in Hong Kong” in 2017 and collaborated with 70 entities for a series of public and HKSAR20 Accredited events. The campaign aimed to celebrate the success of Hong Kong’s Brands, Designs, Products, and Designers. The collaborating parties included HKTDC, WWF, SPCA, Ocean Park, Lai Yuen, KMB, Star Ferries, Lan Kwai Fong Group, Hong Kong Design Centre, Hong Kong Design Institution, Federation of Hong Kong Industries, and more. “Made in Hong Kong” has since become one of the annual signature events of D2 Place.

為了慶祝香港特別行政區成立二十周年，羅氏集團於2017年創立了「香港掂檔」品牌，並聯同70個團體舉辦一連串的公眾及官方慶典認可活動。是次活動旨在讚揚香港的品牌、設計、產品及設計師。參與團體包括香港貿易發展局、世界自然基金會、愛護動物協會、海洋公園、荔園、九巴、天星小輪、蘭桂坊集團、香港設計中心、香港知專設計學院及香港工業總會等等。「香港掂檔」亦自此成為D2 Place的年度主題活動。

PART OF THE COLLABORATING & SUPPORTING PARTNERS:
部分合作及支持伙伴：



INVESTING
IN THE
COMMUNITY

貢獻與建設社區

LUMIERES HONG KONG

光·影·香港夜

Inspired by and in partnership with the “Fête des Lumières de Lyon” from France, the inaugural “Lumieres Hong Kong” was the City’s first light festival – featuring light art installations, video projections, and art pieces in different landmarks. D2 Place was one of the 16 official sites, presenting a 4D Light Show “The Undiscovered World”, integrated with Animation Projection, Responsive Lighting Techniques, and 4-dimensional effects such as smoke, heat, wind, water, and aroma. The Light Show at D2 Place was open to the public from Nov 23, 2017 to Jan 1, 2018 for free, and attracted more than 300,000 visitors. “Lumieres Hong Kong” was also a HKSAR20 Accredited Event.

「光·影·香港夜」是香港首個燈光節，靈感源自法國的「里昂燈光節」，並於不同地標呈獻一系列的光影藝術裝置、影片投影及藝術作品。D2 Place為16個官方指定場地之一，上演4D燈光表演「隱藏光影國度」，內容融合了動畫投影、互動燈光技術以及煙霧、熱力、風、水與香氣等四維官感效果。該表演於2017年11月23日至2018年1月1日期間免費開放予公眾參觀，並吸引了超過300,000人次進場。「光·影·香港夜」亦是香港特別行政區成立二十周年之官方認可活動。

中華人民共和國香港特別行政區
Hong Kong Special Administrative Region
of the People's Republic of China
20週年紀念
ANNIVERSARY

LUMIERES

光·影·香港夜

HONG KONG



LUMIERES HONG KONG

ENGAGING
WITH THE
COMMUNITY

投入社區

BECAUSE
WE
CARE

CORPORATE VOLUNTEER PROGRAM



CORPORATE VOLUNTEER PROGRAM

企業義工計劃

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

With an improved volunteer system and active internal promotions, more staff joined as volunteers in 2017 and the annual total number of Volunteer Hours reached a record high of 1,331. Such achievement was further recognized by the HKSAR Social Welfare Department with the "Gold Award for Volunteer Service (Organization)" in the "Volunteer Movement", a progression from the Silver Award in 2016.

羅氏集團積極履行企業社會責任，鼓勵員工身體力行籌辦和參與不同的慈善及義工活動，以行動關愛社會。於2012年更正式成立「企業義工服務顧問團」，進一步推動關懷社區及環境保護工作，服務對象包括長者、低收入家庭及殘障人士，當然還有我們的地球。

在2017年期間，新義工制度和積極的內部宣傳吸引了更多員工參加義工隊伍，創出1,331服務小時的年度新紀錄。此優越成績亦令集團於香港社會福利署舉辦的「義工運動」中更進一步，由2016年獲發的「義務工作嘉許狀(團體)」銀獎躍升為金獎。



As of 2017
直至 2017 年

1,200+ Volunteers
名義工

3,800+ Volunteer
Hours
服務小時



Gold Award for Volunteer Service (Organization)
「義務工作嘉許狀(團體)」金獎



ELDERLY FASHION SHOW

銀髮時裝秀

To celebrate the 5th anniversary of the establishment of the Corporate Volunteer Team, LAWSGROUP has collaborated with Lok Sin Tong Chu Ting Cheong Home for the Aged for a “Multicultural Fashion Show”. Twelve elderly residents were selected as models for modelling clothing from different cultures, with their hairstyle and makeup arranged by fashion designers and makeup artists.

Gift packs sponsored by LAWSGROUP Charity Fund were distributed to the residents, including knitted scarves handmade by our staff. The team also arranged a series of recreational and caring activities for the elderly in which everyone had a wonderful and memorable experience.

為了慶祝企業義工隊成立五周年，羅氏集團與樂善堂朱定昌頤養院攜手舉辦了一個「民族服飾時裝表演」。當日12位院友被選為模特兒，經過時裝設計師及化妝師悉心打扮及整理髮型後，各人穿上不同民族的傳統服飾作表演。

每位院友亦得到由羅氏集團慈善基金送出的愛心禮物包，當中包括由員工親手編織的頸巾。義工們更為各長者安排了一連串的遊戲及關愛活動，令各人都有一個愉快和深刻的體驗。



ENGAGING WITH THE COMMUNITY

投入社區



1



1



2



5



5



3



4



6



6



7

OTHER VOLUNTEERING ACTIVITIES

其他義工活動

1 Blood Donation Event in Hong Kong
香港紅十字會愛心捐血日

2 Blood Donation Event in China
粵港人士無償獻血日

3 Cross-border Visit to Elderly Homes in China
粵港兩地跨境探訪老人院

4 Knitting for the Needy
愛心編織大行動

5 Christmas Workshops for the Underprivileged Children
宏施慈善基金聖誕飄雪工作坊

6 Conservation Event at Mai Po Nature Reserve
WWF米埔自然保護區除草活動

7 Conservation Event at Island House, WWF
WWF元洲仔里保育活動

INVESTING
IN THE
COMMUNITY

貢獻與建設社區

拼

FASHION FARM FOUNDATION

ABOUT FASHION FARM FOUNDATION

ABOUT FASHION FARM FOUNDATION

關於 FASHION FARM FOUNDATION

拼

LAWSGROUP is the founding patron of Fashion Farm Foundation (FFF) with financial, operational, and venue sponsorships.

FFF is a non-profit making organization aims at creating synergy with Hong Kong-based fashion designers, cultural practitioners, industry experts, and retailers. The core mission is to promote Hong Kong fashion design both locally and internationally, through fostering collaborations among the business, lifestyle, educational, and cultural sectors.

FFF bridges Hong Kong-based fashion designers to global business opportunities through "HKFG" (formerly known as Fashion Guerrilla), one of the programs sponsored by CreateHK, in which collections by emerging designers are showcased in international fashion events. The program has been touring around in Paris, New York, Tokyo, and other major fashion cities since its debut in 2013.

羅氏集團為Fashion Farm Foundation (FFF) 的創始贊助，提供資金、營運支持及場地予FFF的發展。

FFF為一非牟利機構，旨在與香港本地時裝設計師、文化工作者、時裝界及零售業的專業人士創造協同效應。其核心使命為於本地及海外推廣香港的時裝設計，促進商界、潮流界、學界及文化界之間的合作。

FFF為香港時裝設計師搭建通往全球商機的橋樑。透過由創意香港贊助的活動「HKFG」（前稱 Fashion Guerrilla），新晉設計師的作品有機會亮相於不同的國際時裝活動。而自2013年首屆活動開始，HKFG的足跡已遍及巴黎、紐約、東京及其他主要時裝城市。

In addition, FFF also plays an active role in introducing home-grown fashion labels to the public through various programs funded by CreateHK, such as "Fashion Forward Festival" and "FFFRIDAY", where workshops, pop-up stores, exhibitions, and other outreach activities are organized in local communities.

Apart from the regular programs, FFF also collaborates with design schools, shopping malls, cinemas, fashion magazines, and handicraft markets for different public events, creating further media exposure and business opportunities for local fashion designers.

此外，FFF亦致力在社區推廣本地時裝品牌，例如於由創意香港贊助的「Fashion Forward Festival」與「FFFRIDAY」活動中舉辦工作坊、快閃店、展覽等公眾活動。

除了恆常舉辦的企劃，FFF亦積極與本地設計學院、購物中心、電影院、時裝雜誌及手作市集等合作，為本地時裝設計師帶來更多媒體曝光率及營商機會。

INVESTING IN THE COMMUNITY

貢獻與建設社區

冊

FASHION FARM FOUNDATION

Since 2012, FFF has been actively connecting Hong Kong fashion designers with local and global buyers & retailers, and fostering business opportunities between them. In the past 5 years, FFF has:

自2012年，FFF積極連繫香港時裝設計師與本地及海外買家和零售商，為他們開拓商機。於過往5年間，FFF：

Travelled to

7

Major Fashion Cities: Paris, New York, Tokyo, Beijing, Shanghai, Singapore, and London
到訪過7個主要時裝城市：
巴黎、紐約、東京、北京、上海、新加坡及倫敦

Collaborated with

50+

Partners & Organizations
與超過50個團體和機構合作

Benefited more than

200

Designers (fashion and related)
令超過200位時裝或相關設計師受惠

Reached

4,000,000

Hong Kong
and 1 million global audiences
接觸到4百萬名香港本地及1百萬名海外受眾

Generated business value equivalent to

HK\$35,000,000

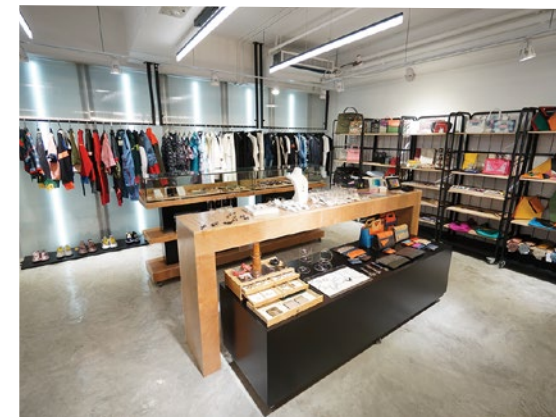
for the industry
為行業帶來港幣3千5百萬元的商業價值

WHITELISTED CONCEPT STORE

WHITELISTED 概念店

WHITELISTED

NOVELTY LANE | FASHION FARM FOUNDATION



WHITELISTED is non-profit making fashion platform cofounded by Novelty Lane and Fashion Farm Foundation (FFF). With support from LAWSGROUP, the first concept store opened in D2 Place, aiming to promote Hong Kong fashion designs, and to enhance brand awareness of Local Fashion Labels around the world. Apart from featuring local designer products, WHITELISTED also collaborates regularly with different brands and creative parties for fashion and cultural events, such as fashion shows, exhibitions, and workshops.

WHITELISTED 由 Novelty Lane 及 Fashion Farm Foundation (FFF) 共同創立，為一個以非牟利模式營運的時裝平台。得到羅氏集團的支持，WHITELISTED 成功於 D2 Place 開設首間概念店，並以推廣本地時裝設計及提升香港時裝品牌的國際形象為己任。概念店除了售賣香港設計產品，亦定期與不同品牌和創意團體合作，舉辦有關時裝與文化的活動，如時裝表演、展覽及工作坊等。



The HKSAR Government is very supportive to the development of the local fashion industry and designs. Apart from all the policy support and fundings, the Chief Executive Mrs. Carrie Lam has also paid a visit to the WHITELISTED Concept Store and a fashion exhibition hosted at D2 Place. 香港特別行政區政府非常支持本地時裝業及設計的發展。除了眾多的政策及資助，行政長官林鄭月娥女士更親臨D2 Place參觀WHITELISTED概念店及時裝展覽。

INVESTING IN THE COMMUNITY

貢獻與建設社區

THE FFFRIDAY CAMPAIGN

THE FFFRIDAY CAMPAIGN FFFRIDAY 企劃



The FFFRIDAY campaign aims to feature Hong Kong's creative talents from different disciplines within the entire fashion industry, including stylists, photographers, ambassadors, illustrators, graphic design houses, production houses, and more.

The campaign serves as a unique open platform to arouse public interest in the independent designer labels, and to allow the public to understand and support the designers. Every event is planned in fine detail, from the choice of venues to ambassadors, in order to reveal the "hidden gems" in Hong Kong.

FFF hopes to lead both the general public and fashion insiders to an artistic journey of rediscovering the uniqueness of local fashion, through a series of FFFRIDAY events.

FFFRIDAY企劃旨在向外界介紹本地時裝界不同範疇的創意人才，當中包括形象設計師、攝影師、推廣大使、插畫師、平面設計公司及製作公司等。

此獨特而開放的平台不但喚起公眾對獨立設計品牌的關注，更能讓設計師得到更多人的認識和支持。每一個活動細節，從場地選擇到邀請推廣大使都經過精心部署，務求將香港鮮為人知的專才展示出來。

FFF希望透過一連串的FFFRIDAY活動及藝術體驗，引領公眾及時裝業界人士一同再次發掘本地時裝品牌的獨特之處。

FFFRIDAY CURATED RETAIL EXPERIENCES FFFRIDAY 策劃之零售體驗



i.t blue block x FFFRIDAY

To create a unique visual and shopping experience at the i.t's new flagship concept store, i.t blue block, FFFRIDAY designed an art installation which combined classic barber poles together with an interactive media device. Different short animations were presented upon the shoppers bringing different products to the photo station. The FFFRIDAY pop-up counter features some of the latest fashion, shoes, and accessories selected from various local labels.

為了於 i.t 全新的旗艦概念店 i.t blue block 創造出獨特的視覺和購物體驗，FFFRIDAY特意設計了一個結合了經典理髮店旋轉燈與互動媒體的藝術裝置。裝置會因應顧客手上的產品而呈現出不同的動畫短片。FFFRIDAY的期間限定櫃檯展示了一些從本地品牌精挑細選的最新潮流服裝、鞋履及飾物。



Tower 535 x FFFRIDAY

The pop-up store at Tower 535 made use of the original raw concrete space, combining with simple metal frames and LED lights for a minimal yet edgy display, featuring products by local labels Berayah, Cecilia Ma, Curtis Li Studio, MISCHA, methodology P'IA, Reo Ma and Vanessa Tao.

位於Tower535的期間限定店利用了現場原始混凝土的牆身和裝潢，結合簡約的金屬支架和LED燈，造出簡單而特別的佈置，襯托選自Berayah, Cecilia Ma, Curtis Li Studio, MISCHA, methodology P'IA, Reo Ma 及 Vanessa Tao等本地品牌的產品。

INVESTING IN THE COMMUNITY

貢獻與建設社區

THE FFFRIDAY PRESENTATION

FFFRIDAY 時裝展示



Unlike any other traditional fashion show, the FFFRIDAY Presentation was organized in unusual locations of an underground arcade game center and The Fringe Club in Central, with an unusual theme of “zero-waste fashion” created from recycled fabrics and materials. Models walked along the aisles of old and classic arcade game machines, featuring collections of the following brands:

有別於任何其他傳統時裝表演，FFFRIDAY時裝展示被安排於非一般的地點進行，包括位於中環的一間地庫遊戲機中心以及藝穗會，配合非一般的「零浪費」主題，設計師需要巧用回收布料與物資。模特兒於佈滿舊式遊戲機的走廊上穿梭，展示出以下品牌的作品：



CURTIS LI STUDIO

MATTER MATTERS

KENAXLEUNG

DYNASTI

REO MA

THE WORLD IS YOUR OYSTER



THE FFFRIDAY AMBASSADORS

FFFRIDAY 大使

Each of the 33 FFFRIDAY Ambassadors represents a different realm of the creative industries, including actor and ex-architect Kenneth Tsang, music legend DJ Kulu, fashion icon Hilary Tsui, I.T. Director of Merchandising - Womenswear Tracey Cheng, tattoo artist and model Jade Chung, SCMP Senior Culture & Style Correspondent and nowfashion.com Contributing Editor Jing Zhang, and more. They may be from different disciplines but all share the same vision to support and promote Hong Kong local fashion brands.

33位FFFRIDAY大使分別代表創意產業中不同的範疇，包括著名演員及前建築師曾江、唱片騎師DJ Kulu、時裝界名人徐濤縈、I.T 女裝商品總監鄭雅瀛、紋身藝術家及模特兒 Jade Chung、以及南華早報高級時尚及文化記者 Jing Zhang等。他們或許來自不同的專業領域，但各人都有支持和推廣香港本地時裝品牌的理念。

INVESTING IN THE COMMUNITY

貢獻與建設社區



THE FFFRIDAY MUSIC & EXHIBITION



THE FFFRIDAY MUSIC FFFRIDAY 音樂

Partnering with the organizer of Clockenflap, YourMum, FFF organized the first FFFRIDAY Music Party at HACTL – the world’s largest multilevel air cargo terminal. The 70-year-old Godfather of Jazz Disc Jockey DJ Kulu and the young iconic music guru DJ Arun brought the vibe of “Snazzy Jazz Funk” to over 500 audiences.

FFF與Clockenflap主辦單位YourMum攜手於世界最大的多層航空貨運站HACTL舉辦FFFRIDAY首個音樂派對。年屆70歲的爵士樂唱片騎士教父DJ Kulu與年輕音樂才子DJ Arun為超過500位觀眾帶來「Snazzy Jazz Funk」主題的精彩音樂表演。



The second round of music party was organized in Tower 535, supported and performed by indie band Yellow Days flying all the way from United Kingdom to Hong Kong.

第二輪音樂派對於Tower 535舉辦。獨立樂隊Yellow Days更從英國遠赴香港支持和演出。

THE FFFRIDAY EXHIBITION FFFRIDAY 展覽



The FFFRIDAY Exhibition featured a series of 3D photo art installations, styled by fashion stylist cum Art Director of FFFRIDAY Ambassadors, Inggrad Shek, and photographed by renowned photographer Leungmo. The installations have utilized 3D Printing Technology on different layers of acrylic film, to recreate life-size images of the 33 FFFRIDAY Ambassadors showcasing local fashion.

FFFRIDAY 展覽展出了一系列3D攝影藝術裝置。由時尚造型師及FFFRIDAY Ambassadors藝術總監Inggrad Shek負責造型，著名攝影師Leungmo操刀，該藝術裝置於多層膠片用上3D打印技術，造出33位穿上本地時裝的FFFRIDAY大使真人比例照片。

LOOKING TO THE FUTURE

展望將來

In the second year of the “15-year Sustainability Plan”, we initiated a lot of new strategies, measures, and changes, while, at the same time, witnessing great progress across all business units within the Group. One of the key achievements was the change of attitude among Top and Senior Management – that Corporate Social Responsibility is not just a one-way commitment to the society, but a win-win relationship leading the Group to advance further and improve business results. This shift of paradigm helped formulate new Corporate Social Responsibility & Sustainability (CSRS) action plans moving forward.

The theme of 2017 was “Passion for Our Planet” and “The Ocean”, in which we fully upgraded our Water Treatment and Recycling System and conserved nearly half of our regular water usage. We also took a further step in sewage treatment with new policies on chemical control. Additional measures were also introduced to Energy Conservation, Emission Reduction, and Efficiency Improvement – shaping the sustainability framework for the new manufacturing facilities in Vietnam and Bangladesh.

In terms of people development, Laws Academy was launched as a platform to consolidate all internal trainings and team building activities, offering a more flexible and versatile learning experience for our staff. We also utilized different online platforms and provided e-Courses and training materials through third party applications such as “WeChat”, which enhanced accessibility for our staff from different countries and time zones.

On the other hand, Community Engagement has become one of the core focuses of our Group’s CSRS agenda. It is the area where we first initiated and implemented the new concept of “Creating Shared Value” (CSV) in different projects, which continues to serve internally as a case study for our other business units, and externally for other corporates as a reference. The achievement of the “Business for Social Good – Grand Award” has further assured our efforts and accomplishments in implementing the concept of CSV in our Retailing & Branding project D2 Place. Such recognition also gave us a new mission to further promote CSV across the city and the region.

All in all, we are positive with the current progress of the 15-year Plan, and are looking forward to further adopt CSV or similar models within the whole Group for long-term sustainability.

LAWSGROUP CSRS Committee

踏入「十五年可持續發展計劃」的第二年，我們啟動了很多新策略、新措施和改變，同時亦在整個集團不同業務上見證了重大的進展。其中一個主要成績為管理層及高級員工態度上的轉變，他們了解到企業社會責任不只是對社會單向式的承諾，相反可以成為一個雙贏的關係，並帶領集團進步及改善業績。此潛意識上的轉移有效幫助制定將來新的「企業社會責任及可持續發展」(CSRS)行動計劃。

2017年的主題為「熱愛我們的地球」及「海洋」，當中我們把水循環系統全面升級，並節省接近一半的恆常用水量。我們更進一步改善污水處理系統及化學品處理的政策。同時亦加入其他有關節能、減排及提升效率的措施，為位於越南和孟加拉的新廠房塑造出可持續發展的框架。

於人才發展上，羅氏學院的成立提供了一個全面涵蓋內部訓練及團隊活動的平台，為我們的員工帶來更富彈性和多元的學習體驗。我們亦利用了不同的網上平台，並於如「微信」等第三方程式提供線上課程及培訓資訊，讓身處不同國家和時區員工都能輕鬆參與。

另一方面，社區投入與發展亦成為我們集團CSRS議程的其中一個重點。我們於此範疇首次提出和實踐新概念「創造共享價值」(CSV)，不但可供予其他業務作內部研究，同時更成為其他企業的參考對象。而獲發「商社共生傑出大獎」的殊榮亦肯定了我們零售及品牌項目 D2 Place 於實踐CSV的努力和成果。此獎項同時給予我們一個新使命 – 繼續於本地及其他地區積極推動CSV的發展。

總括而言，我們對十五年計劃的進展感到樂觀，同時亦展望將來能於集團內全面採用CSV或相關模式，以達至長遠的可持續發展。

羅氏集團企業社會責任及可持續發展委員會

QUESTION OR COMMENT?

Please contact our CSRS Committee
閣下如對此報告有任何問題或意見，歡迎聯絡
企業社會責任及可持續發展委員會

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LAWSGROUP Official Website
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LAWSGROUP CSRS Report 2017
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