

CORPORATE SOCIAL RESPONSIBILITY & SUSTAINABILITY REPORT 2018/19

企業社會責任及可持續發展報告2018/19

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INNOVATE FOR OUR PLANET

ABOUT THIS REPORT

關於本報告

Sustainability management is a core component of LAWSGROUP's corporate strategy. As a global diversified enterprise, the Group has been dedicating continuous efforts to environmental conservation, people development, and engagement with the community.

In 2018, LAWSGROUP has integrated innovation and creativity into its corporate social responsibility (CSR) framework and developed new strategies and measures with an aim to further implement its 15-year sustainability plan.

This report contains full-year data between January 1 and December 31, 2018 collected from the Group and the four business units, namely Knitting Manufacturing, Textile Manufacturing, Retail & Branding, and Properties, highlighting our specific measures and key performance of our CSR & Sustainability Initiatives throughout the year. Some new developments of all departments in the first half of 2019 are also included in this report.

The theme of this year is "Innovation". The cover design features an erupting paint splash formed by wool threads, which symbolizes the fusion of Creativity, Devotion, and Passion in the Group's CSRS efforts from a new dimension.

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

可持續發展管理是羅氏集團企業策略中的重要一環。作為一家多元化跨國企業，集團一直致力於環境保育、人才發展和回饋社會三大範疇。

於2018年，羅氏集團將創新和創造力元素融入其企業社會責任（CSR）框架，並製定了新的策略和執行計劃，進一步實行其十五年可持續發展計劃。

本報告涵蓋2018年1月1日至12月31日期間集團及旗下四個大業務，包括針織製造，紡織製造，零售和品牌以及地產的全年數據，闡述集團整年在企業社會責任及可持續發展管理上重點策略和成果。除此以外，本報告亦涵蓋各部門於2019年上半年的最新動向。

今年報告的主題為「創新」。封面設計用上一道由毛線組成的絢麗色彩，充滿動力地湧現，寓意集團在企業社會責任及可持續發展上的創意、投入及熱誠，以及在新的層面上帶來突破。

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



With over 40 years of presence in the industry, we noticed a wind of innovation has blown through the world in recent years. Many corporations uphold innovation and creativity and the role of the two elements have become more and more important for businesses.

To stay ahead of the curve, LAWSGROUP is taking steps to be more sustainable and move the industry by developing innovative work styles and CSR initiatives. In 2018, we rolled out a series of new business practices and corporate values which focuses on promoting innovation and design thinking, aiming to create a working environment that allows staff to work with enthusiasm and enhance creativity eventually.

In this regard, we kept evaluating our results and sought for improvement by bringing inspiring ideas into the company. Other than introducing advanced technology into our offices and manufacturing facilities, we also restructured our human capital strategies and internal training programs to fully foster innovation and creativity in the workplace. Thanks for the efforts and contributions of our team, our Group was recognized by different awards and accolades for the success in promoting innovative CSR & CSV approaches.

Our goal is not simply to implement CSR initiatives but to be the pioneer by continuously improving our operational practices and increasing the understanding of our employees, our business partners, our customers and our community. While we keep exploring new possibilities, extra efforts will be dedicated to further incorporate innovation and creativity into our business and CSR & Sustainability framework, and I am sure that we could contribute to our society and our world in a brand-new way.

憑藉在行業中超過四十年的經驗，我們注意到近年來「創新」這個風潮席捲全球。許多企業都開始注重創新和創造力，這兩個元素對企業發展變得越來越重要。

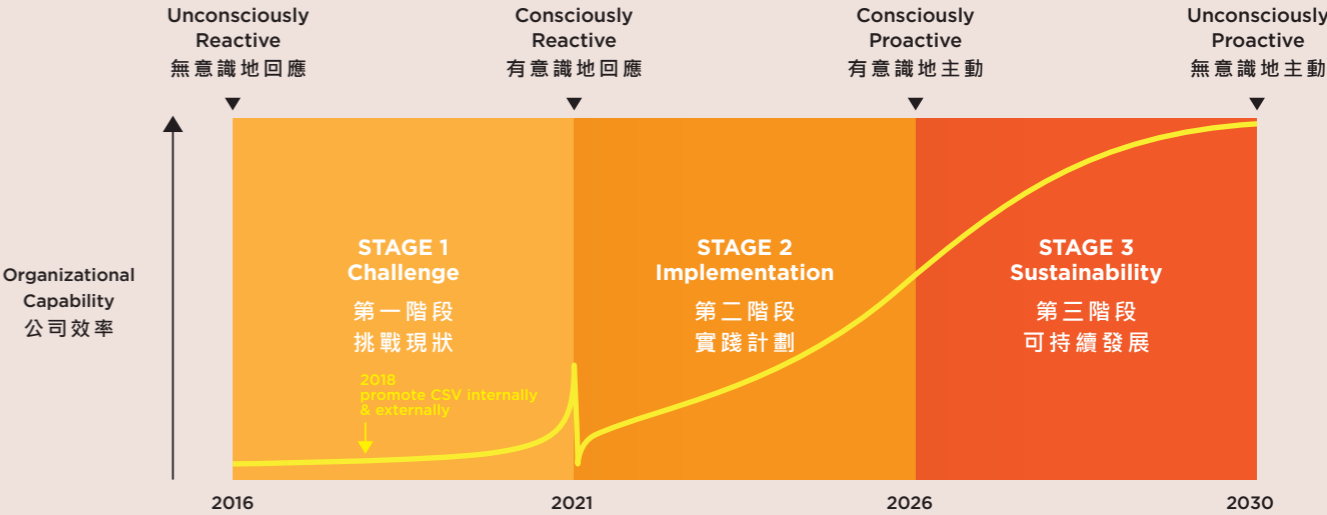
為了保持領先地位，羅氏集團正積極尋找新的發展方向來提高可持續性，並希望通過發展創新的工作方式和社會企業責任措施來推動行業發展。在2018年，我們推出了一系列促進創新和設計思維的業務管理方針和企業價值，希望為員工創造一個能夠全情投入和發揮創意的工作環境。

為此，我們不斷審視這方面的成果，並透過融入富啟發性的理念來尋求改進。除了為辦公室和廠房引入先進技術外，我們亦重整了人力資本策略和內部培訓計劃，從而將創新和創造力注入工作間。憑著我們團隊對推動創新企業社會責任及創造共享價值的努力和付出，集團獲得不少獎項及殊榮。

我們的目標不僅僅是實踐企業社會責任，而是通過不斷改進我們的營運實踐模式，以及增加對員工、合作夥伴、客戶和社區的了解來成為這方面的領導者。在我們不斷探索新可能性的同時，我們將進一步將創新和創造力融入我們的業務和企業社會責任與可持續發展框架，我深信我們定必可以以創新的方式，為社會和世界作出貢獻。

Bosco Law
羅正杰

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



Systemic Challenge
系統性挑戰

- | | | |
|--|---|--|
| <ul style="list-style-type: none">• Review and revisit current sustainability plan, policies and facilities• Create new sustainability vision, targets, measures and policies | <ul style="list-style-type: none">• Translate vision into action, embed sustainability into operational units, and relinquish central control• Evaluate results delivery and calibrate the sustainability plan | <ul style="list-style-type: none">• Anticipate future needs, build long-term partnerships, and foster innovation |
| <ul style="list-style-type: none">• 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 | <ul style="list-style-type: none">• 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 | <ul style="list-style-type: none">• 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 |
|------------|---|-------------------|---|-----------------|---|---------------|---|-----------------|

“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」



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.

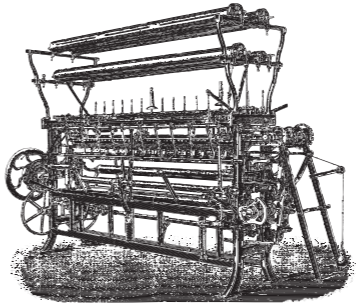
With its success in supply chain management solutions, LAWSGROUP has further expanded its businesses and investments to Retail & Branding and Property Development since the 1980s, including but not limited to the operations of chained fashion and lifestyle boutiques, development and management of Intellectual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

LAWSGROUP currently employs more than 25,000 staff, with offices, manufacturing facilities, 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25,000名員工，分佈於全球多個辦公室、廠房及零售商舖。



創自一九七五年



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

25,000+ STAFF WORLDWIDE

全球超過二萬五千名員工

SINCE 1975

創自一九七五年

∞ PASSION

無限熱誠

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, offices, and retail shops in 15 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、辦公室及零售商舖。



USA
美國



CANADA
加拿大



UK
英國



SPAIN
西班牙



FRANCE
法國



GERMANY
德國



SWEDEN
瑞典



BANGLADESH
孟加拉



MYANMAR
緬甸



VIETNAM
越南



MACAU
中國澳門



HONG KONG
中國香港



CHINA
中國



SOUTH
KOREA
韓國



JAPAN
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，以確保品牌的效益及一致性。

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 品牌格言

passion for fashion

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

LAWSGROUP considers Corporate Social Responsibility as an inseparable part of its business and an essential element of its development. All CSR initiatives are unified and implemented under the umbrella of four Core Strategic Aims, addressing the Environment, People, Community, and Future Sustainability.

For more than four decades, the Group has been committed to creating a harmonious business environment by maintaining a high environmental standard of operations in manufacturing units, adopting new technology and conservation measures, and upgrading internal human capital strategies.

Efforts are also devoted to supporting the development of our society. Since the establishment of its first charity fund in 1987, the Group has been providing over US\$33 million in setting up schools in Hong Kong, China, and the United Kingdom.

To drive the development of local cultural and creative industry, LAWSGROUP has created and implemented a unique “Entrepreneurship Model” in one of its New Retail projects D2 Place, where local designers and young entrepreneurs are supported and nurtured from a Creating Shared Value (CSV) approach.

LAWSGROUP is committed to promote the CSV concept across the city and the world, with the belief that the society's economic and social benefits can be maximized when more institutions understand and adopt the CSV model — which is the key to long-term sustainability.

企業社會責任是羅氏集團業務中不可缺少的部分，也是集團發展的核心基礎。所有企業社會責任方案都在四個核心戰略目標的框架下制定和實施，範圍包括環境、人才、社區以及未來的可持續性。

四十多年來，集團一直致力於通過保持製造業務的高環境營運標準和改進內部人力資本策略來建立和諧的營商環境。

我們亦致力為社會發展作出貢獻。自1987年成立首個慈善基金以來，集團已經捐出超過三千三百萬美元於香港，中國和英國設立學校。

為了推動本地文化和創意產業的發展，羅氏集團於旗下新零售項目 D2 Place 創立並推行獨特的「初創企業模式」，作為「創造共享價值」（CSV）理念的一環，支持及培育本地設計師和年輕企業家。

羅氏集團致力於在整個香港和全世界推廣CSV理念，我們相信當更多機構了解並採用CSV模式時，可以創造最大的經濟和社會效益，亦是我們維持長期可持續發展的關鍵。

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 160,000,000 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 awarded with WWF Low Carbon Manufacturing Programme (LCMP) Platinum, and also comply with other international standards such as SGS SA 8000, GOTS, GSV, SQP and WCA, in recognition of their efforts in chemical control, fire & structural safety, and protection against child labor, and more.

作為全球服裝製造業的領導者之一，羅氏紡織的年產量高達160,000,000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SGS SA 8000、GOTS、GSV、SQP以及WCA等，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。



FURTHER EXPANSION ALONG THE
BELT & ROAD REGIONS

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. Factories and offices have been set up along the Belt and Road regions such as Vietnam and Myanmar.

To capture opportunities arising from the Belt and Road initiatives, LAWSGROUP Textile has launched second phase of expansion in Vietnam and Myanmar to cater the increasing demand, and to further diversify its production line.

The Group also adopted new machinery and technology, and took an extra mile in maximizing overall efficiency while minimizing impacts to the environment. The team keeps exploring new opportunities in the regions for a long-term and sustainable development.



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，並在越南及緬甸等「一帶一路」沿線地區設立廠房和辦公室。

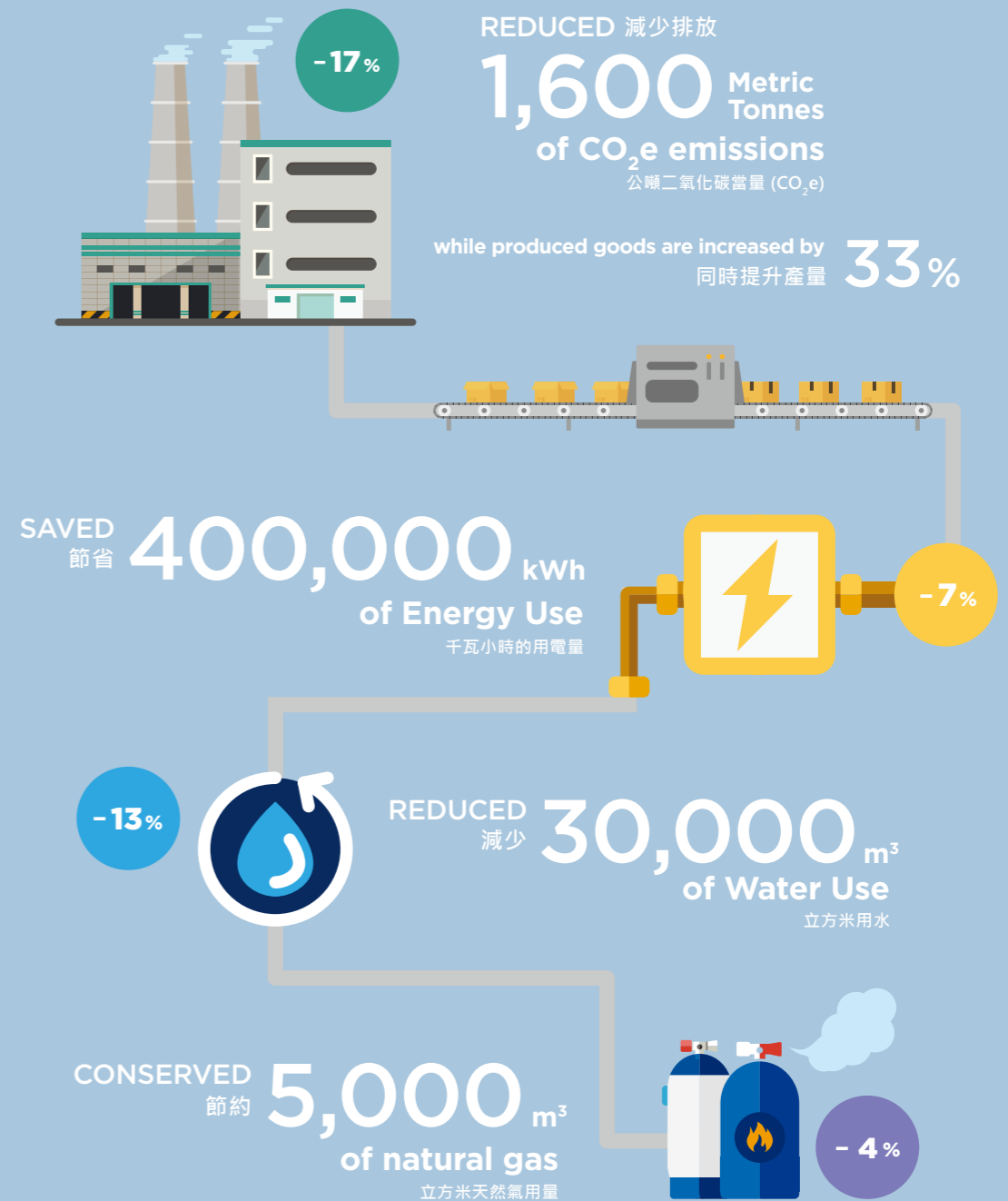
為抓緊「一帶一路」倡議所帶來的機遇，羅氏紡織於越南及緬甸開展了第二階段的擴充，以迎合需求的增長及進一步多樣化生產線。

集團亦採用新的生產設備和技術，致力提升效率並同時減低對環境所造成的影響。團隊於區內積極探索新的機遇，以實踐長遠及可持續發展的方針。





MINIMIZING ENVIRONMENTAL FOOTPRINT



MINIMIZING
ENVIRONMENTAL
FOOTPRINT

減少環境足跡

ENERGY CONSERVATION & EFFICIENCY

能源節約及效益



A UPGRADED SEWING MACHINES
升級縫紉機

All new sewing machines utilized servo motors instead of traditional clutch motors, saving **79.7% (or 83,000 kWh)** of electricity use annually. The machines are also integrated with compressed air suction system to extract unnecessary threads, reducing **35%** of energy use and **70 metric tonnes** of CO₂e emissions.

所有新型縫紉機以伺服馬達取代傳統離合馬達，一年可節省**79.7%**(或**83,000**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。



B UPGRADED LED LIGHTING SYSTEM
升級LED照明系統

In 2016 and 2017, 2,811 sets of traditional fluorescent tubes were replaced by 15W LED lights, while 1,660 sets of 28W LED lights and 410 sets of 85W 4U lights were upgraded with 16W and 24W LED lights respectively, which totaled to a saving of **111,400 kWh** electricity annually. In 2018, the factories further replaced the 28W T5 fluorescent tubes with 18W LED lights, conserved another **74,880 kWh** of electricity and reduced **46.6 metric tonnes** of CO₂e emissions.

於2016及2017年，廠房以 15W LED 燈取代2,811組傳統燈管，同時以 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。而在2018年，集團進一步為廠房的 28W T5 燈管換上 18W LED 燈，額外節能**74,880**千瓦小時，減少**46.6**公噸二氧化碳當量排放。

C SMART INDIVIDUAL WORKSTATIONS
智能獨立工作間

To further improve energy efficiency, most manufacturing areas are divided into different individual workstations with sensors. Workers can also control the lighting based on actual usage.

為了進一步提升能源效益，大部份生產區域都被劃分為獨立工作間並設有感應器。員工亦可因應實際需要控制照明系統。

ENERGY CONSERVATION & EFFICIENCY

能源節約及效益



E 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, and 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。



F WATER CURTAIN COOLING SYSTEM
水簾降溫系統

Adopted Water Curtain Cooling System in all factories, conserving **65%** (or **547,048 kWh**) of the electricity use annually as compared to traditional air-conditioning system.

於所有廠房安裝水簾降溫系統，比較傳統冷氣系統每年節省 **65%** (或**547,048**千瓦小時) 的用電量。



G 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。



H IMPROVED GENERAL LIGHTING
改善一般照明

Solar-powered Post Lights and high-efficiency LED lights were installed in the factories for general lighting in large and public areas.

太陽能燈柱及高效能LED燈亦被安裝於大範圍及公共空間作一般照明用途。

WATER CONSERVATION & RECYCLING

節約用水及循環再用



A PRODUCTION WASTEWATER TREATMENT
& RECYCLING SYSTEM
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。



B RECYCLING OF CONDENSED WATER FROM
AIR CONDITIONING SYSTEM
冷風機水循環系統

Reduced water usage, maintenance frequency and cost, as a result of collecting and recycling water condensed from the air conditioning system.

收集並循環再用來自冷氣機的冷凝水，從而減少用水量、維修頻率及維修費用。



C 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。



D 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



A 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，從以提升能源效益。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。



B 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。



C 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

PRODUCTIVITY & EFFICIENCY

生產力與效率



A 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。



B AUTOMATIC SPREADING MACHINES
自動拉布機

Adopted Automatic Spreading Machines which greatly improved fabric spreading efficiency and accuracy, at the same time reducing production time, manpower, and yield loss.

採用自動拉布機，大大提升拉布效率及精準度，同時減少生產時間、人力及生產損耗。



C 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。



MINIMIZING ENVIRONMENTAL FOOTPRINT

減少環境足跡



PRODUCTIVITY & EFFICIENCY

生產力與效率

A FACTORY ARCHITECTURAL DESIGN 廠房建築設計

All buildings in the factories are interconnected with bridges for better logistics and productivity.

廠房內的大樓均以天橋接駁，以提升物流及生產效率。

B UTILIZATION OF BIOFUEL 使用生物能源

Since 2016, LAWSGROUP Textile has been using biomass instead of coal in all boilers as part of its “Clean Fuel Initiatives”, greatly reducing 1,500 metric tonnes of CO₂e emissions annually.

自2016年起，羅氏紡織將所有鍋爐的燃料由煤炭轉為生物燃料，作為其「潔淨能源計劃」之一。每年大大減少1,500公噸二氧化碳當量排放。

Over the years, LAWSGROUP Textile has received different awards and accolades for its efforts in enhancing the working environment and fulfilling different international standards in environmental protection, chemical control, and sustainability.

AWARDS & ACCOLADES

獎項及認證

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，並獲發多個獎項與認證。



SA 8000: 2014



SA 8000: 2014



ISO 14001: 2015



ISO 14001: 2015



Ecocert GOTS Ver 5.0



LCMP Gold Certificate Karisma 2019



SA8000-2014



OEKO-TEX (R) Standard 100



ISO14001:2015



GOTS V4.0 Certificate



ISO9001:2015



WWF LCMP Platinum



WWF LCMP Platinum



WWF LCMP Platinum

ABOUT LAWSGROUP KNITTING

關於羅氏針織



As a key player in knitting manufacturing, LAWSGROUP Knitting is one of the pioneers in fully utilizing computerized knitting machines. With over 330,000 sqm site coverage of manufacturing plants in China, Vietnam, and Bangladesh, the total annual production capacity is over 48,000,000 pieces.

LAWSGROUP Knitting is certified with the ISO 14001 Environmental Management System International Standard. It is also recognized by WWF with Low Carbon Manufacturing Programme (LCMP) Platinum Award, 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330,000平方米的工業園以及超過48,000,000件之總年產量。

羅氏針織獲得環境管理系統 ISO 14001 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。



MAINTAINING THE COMPETITIVE EDGE

保持競爭優勢

To ensure a stable, reliable, and high-quality supply to clients all around the world, LAWSGROUP Knitting dedicated extra resources in enhancing its supply chain network along the Belt & Road Initiative regions, including two new manufacturing facilities, one in Vietnam and one in Bangladesh.

These new facilities offer flexibility and efficiency to fulfill orders from different countries and regions, equipped with the state-of-the-art technology, and are complied with different sustainability protocols and international standards.

Going forward, LAWSGROUP Knitting will keep exploring new opportunities in the region to ensure a competitive edge among different continents.

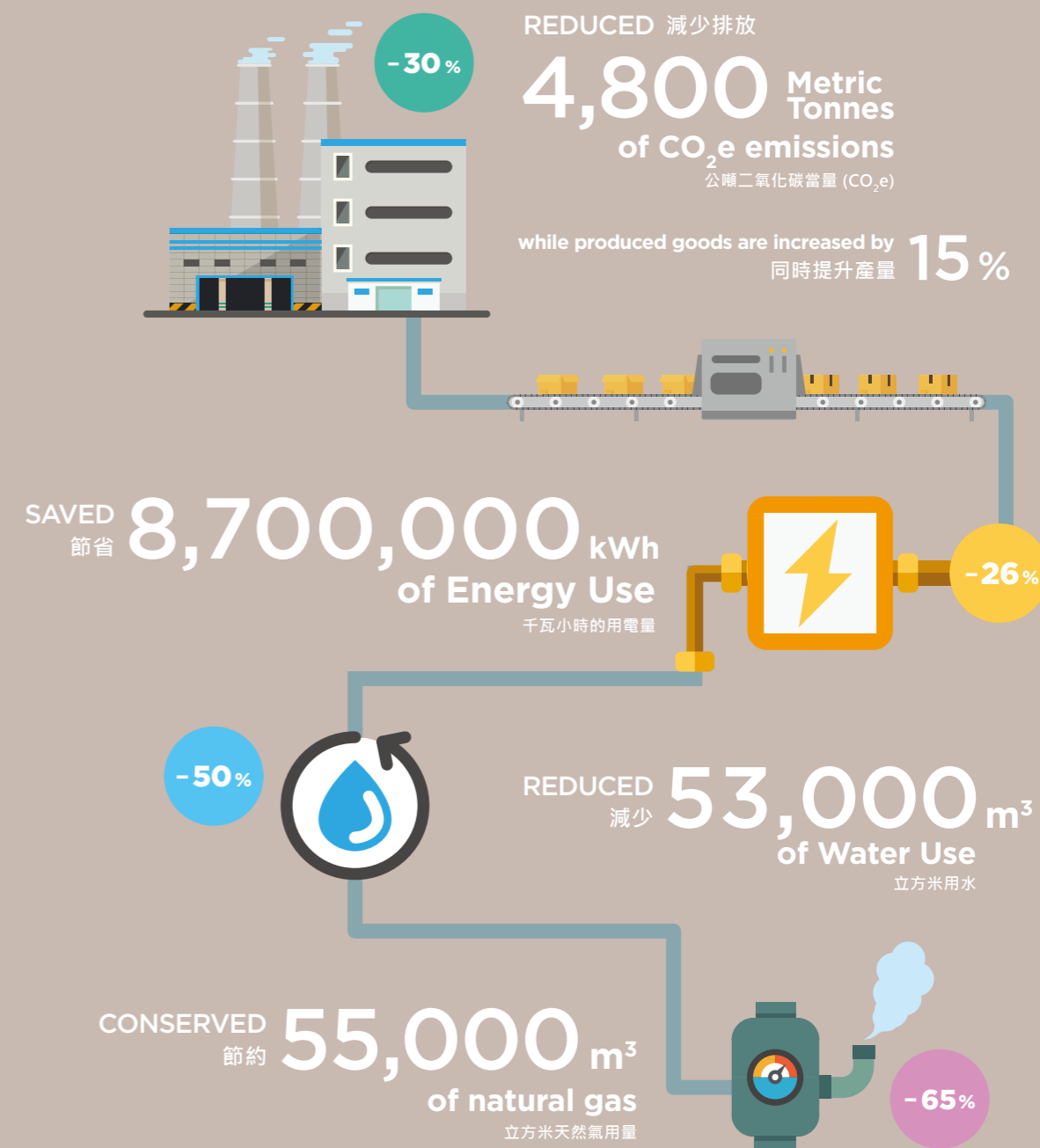


為確保能為全球客戶帶來穩定、可靠及高質素的供應，羅氏針織特意投放資源於提升「一帶一路」地區的供應鏈網絡，包括位於越南及孟加拉的兩個新廠房。

這些新生產基地配備最先進的技術，並符合可持續發展規程與不同的國際標準，以滿足來自不同國家及地區的訂單，帶來更高效率和彈性。

羅氏針織將一直在該區拓展新機遇，以保持與各大洲的競爭優勢。





ENERGY CONSERVATION & EFFICIENCY

能源節約及效益



A 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。



B 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。



C 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。



D 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

RESOURCES CONSERVATION & RECYCLING

資源節約及循環再用



A PRODUCTION WASTEWATER TREATMENT
& RECYCLING SYSTEM
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。



B STEAM RECYCLING AND
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到熱水鍋爐，再循環生產蒸汽，減少整體的能源與水使用量。



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

Every factory is equipped with Sewage Treatment Plant. The whole system was fully upgraded and expanded for higher efficiency and capacity.

所有廠房都設有污水處理系統並全面升級，以提升效率和容量。



D NATURAL GAS BOILER
天然氣鍋爐

The boiler greatly reduced the emission of greenhouse gases and air pollutants by burning natural gas instead of coal.

燃料以天然氣代替煤炭，大大減低溫室氣體和空氣污染物排放。



MINIMIZING ENVIRONMENTAL FOOTPRINT

減少環境足跡



PRODUCTIVITY & EFFICIENCY

生產力及效益

A FACTORY ARCHITECTURAL DESIGN 廠房建築設計

Connected buildings with bridges to enhance inter-department logistics and improve overall work efficiency.

以天橋連接各座大樓，縮短各部門的運作距離及提高整體工作效率。

B NEW KNITTING MACHINES 新型編織機

The new machines improved the overall productivity by **30%** and conserved **40%** of energy use as well as reduced **50%** of CO₂e emissions.

改用新型編織機令整體生產率提高**30%**和節省**40%**的能源消耗，同時減少**50%**的二氧化碳當量排放。

C AUTOMATIC HANGER SYSTEM 自動吊掛系統

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

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。

AWARDS & ACCOLADES

獎項及認證

LAWSGROUP Knitting was recognized with a number of international awards and accolades for its efforts in reducing carbon footprints, energy conservation, and workplace management.

羅氏針織憑著減少碳足跡、節約能源和工作場所管理方面作出不少的努力，獲得多個國際獎項與認證。



Pure New Wool Certificate



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



ISO 14001: 2015



ISO 9001: 2015



WWF LCMP Platinum



BOCHK - Corporate Environmental Leadership Award 2018
中銀香港企業環保領先大獎 2018



ISO 14001:2015



State Administration of Work Safety Work Safety Standardization Certificate
國家安全生產監督管理總局
安全生產標準化證書



SUPIMA 證書

ABOUT
LAWSGROUP
PROPERTIES

關於羅氏地產



LAWSGROUP Properties has been expanding and diversifying its business since the 1980s, including Property Development & Investment, Car Park Management, and Property Management Services. LAWSGROUP Properties manages a portfolio of assets distributed over Hong Kong, Mainland China, and Southeast Asia, covering commercial, industrial, warehouse, shopping mall, and residential properties for sale and for investment purposes.

LAWSGROUP Properties is also a pioneer in Hong Kong conserving and revitalizing industrial buildings into commercial premises, and was one of the first developers adopting the "Industrial Building Revitalization Scheme" in Hong Kong. In 2018-2019, the Group initiated several Redevelopment Projects, including 48 Connaught Road West in Sheung Wan, Hong Kong; 350 Kwun Tong Road in Kwun Tong, Hong Kong; and more.

自八十年代起，羅氏地產不斷擴充及多元化發展其業務，範圍包括地產發展及投資、停車場管理及物業管理等。物業投資組合遍佈香港、內地及東南亞地區，涵蓋各類商用、工業、貨倉、商場及住宅物業，以供出售及投資之用。

羅氏地產亦是香港保育及活化工廈的先驅，是香港首批採用「活化工廈政策」的發展商。集團於2018-2019年間開展了多個重建項目，包括位於香港上環的干諾道西48號，以及位於香港觀塘觀塘道350號等。



48
CONNAUGHT ROAD WEST
COMPLETION IN 2020



east 350

350 KWUN TONG ROAD

AWARDS & ACCOLADES

獎項及殊榮

LAWSGROUP Properties has been devoting extra efforts in improving its management services and minimizing environmental impacts, and is recognized with different awards and accolades.

羅氏地產一直致力提升其服務及減低對環境的影響，並獲發多個獎項與認證。



Quality Water Recognition Scheme for Buildings - Fresh Water (plus)
「大廈優質供水認可計劃－食水（2.0版）」證書



Charter on External Lighting
戶外燈光約章



Indoor Air Quality Certificate (Good Class)
室內空氣質素檢定證書《良好級》



Kowloon West Best Security Services Awards 2018 - Sterling Centre and Laws Commercial Plaza
二零一八年度西九龍最佳保安服務 - 定豐中心及羅氏商業廣場



CLP Green Plus Award 2017 - Certificate of Merit
「環保節能機構」嘉許計劃 2017 - 優異證書



Peach Blossom Trees Recycling Programme - Laws Commercial Plaza, Sterling Centre and Seapower Centre
桃花回收服務 - 羅氏商業廣場，定豐中心及海輝中心



Committing To People & Workplace

對人才與工作環境的承諾

CORPORATE
CORE
VALUES

企業核心價值

H.I.T. CULTURE

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「h i t」 — 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。



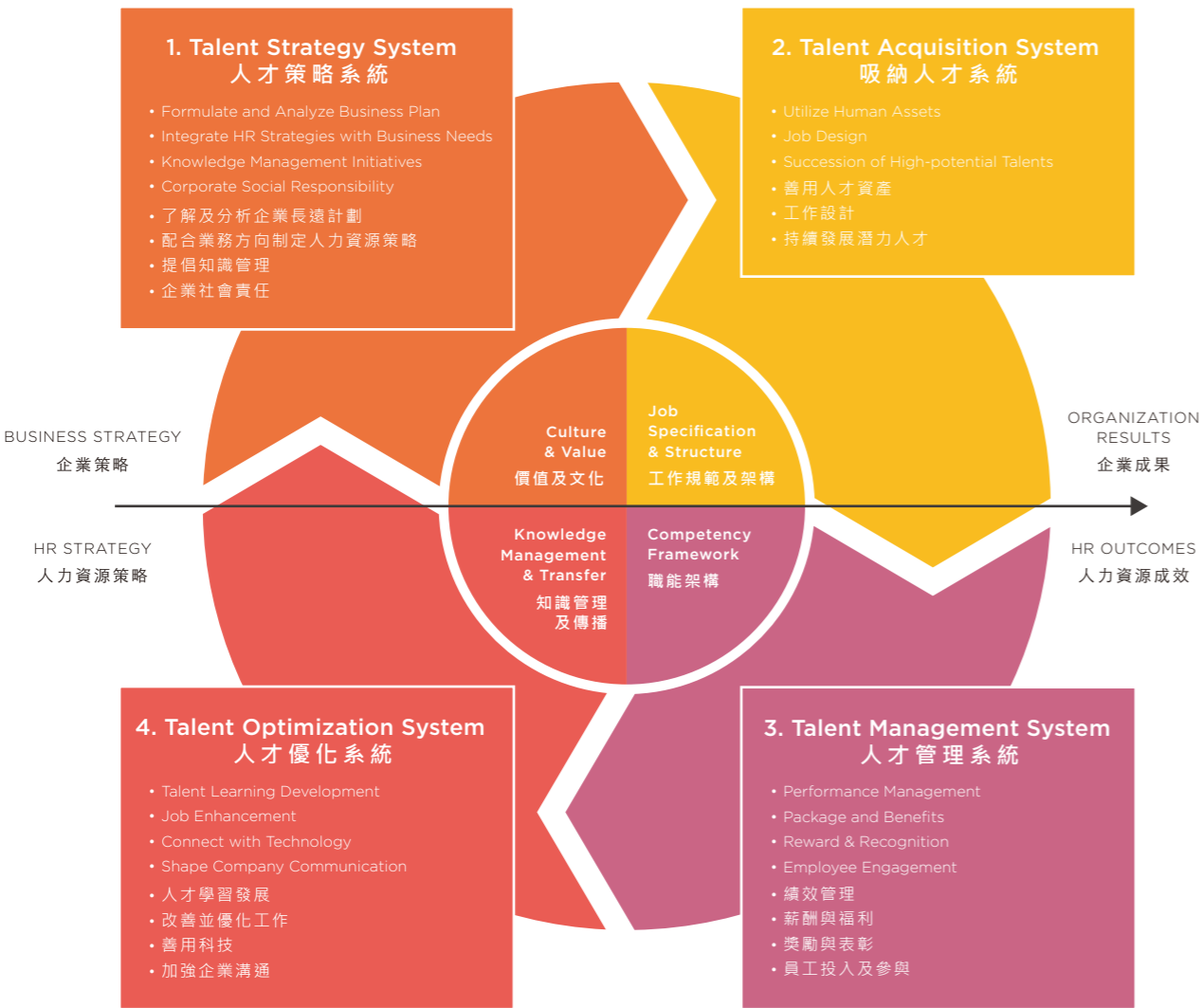
HUMAN
CAPITAL
STRATEGY

人力資本策略

LAWSGROUP considers human capital as the most valuable asset in the company and places a high priority on cultivating talents. To echo with the company's vision on innovation, new human capital strategy approach has been adopted. Extra efforts and resources are devoted to recruiting, developing and retaining staff as the core mission of our human capital strategy.

羅氏集團視人力資本為公司最重要的資產，並且以培育人才為首要考量。為配合集團對創新的願景，集團採用全新的人力資本策略模式，並投放大量資源於招聘，培育和保留人才上，作為集團人力資本策略的核心重點。

HUMAN CAPITAL STRATEGY



Source: Human Capital Model (Randy Chiu 2016)



- Clear Career Perspective
- Competitive Package And Benefits
- Seeding in Educational Institutions
- Graduate Trainee Program
- Employee Value Proposition
- Diversified Workplace

- 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

- Laws Academy
- Internal Training Programs
- H.I.T. Training
- "The Leadership Challenge" Training
- i-Program Self-learning Scheme
- Design Thinking Training
- Micro-innovation Campaign
- E-learning Platform
- Qualification Framework (QF)
- Everything DiSC® Communication Skill Training
- Experiential Team Building Activities

- 羅氏學院
- 內部培訓計劃
- H.I.T.企業文化培訓
- 「TLC領導力」培訓
- i-Program 自導學習計劃
- 設計思維培訓
- 微創新行動
- 網上學習平台
- 資歷架構 (QF)
- DiSC® 溝通技巧培訓
- 團隊建設活動

- Happy, Safe and Healthy Work Environment
- Willingness to Listen and Respond to Staff's Feedback
- Corporate Branding
- Employee Relations
- Flexible Working Hours
- Fairness
- Corporate Communication
- Technology Connection

- 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
- 企業傳訊
- 善用電子平台

INTERNAL
TRAININGS

內部培訓

LAW ACADEMY & THE LEADERSHIP CHALLENGE

LAW 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 領導力培訓



One of the core training programs is The Leadership Challenge (TLC) founded by Jim Kouzes and Barry Posner in 1982, in which the five fundamental practices are in line with our “H.I.T. Culture” and design thinking approach.

其中一個核心培訓計劃為由 Jim Kouzes 與 Barry Posner 於1982年創立的「TLC領導力」。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」和設計思維理念不謀而合。

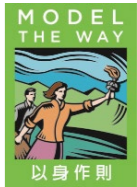
HAPPINESS
快樂

- 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

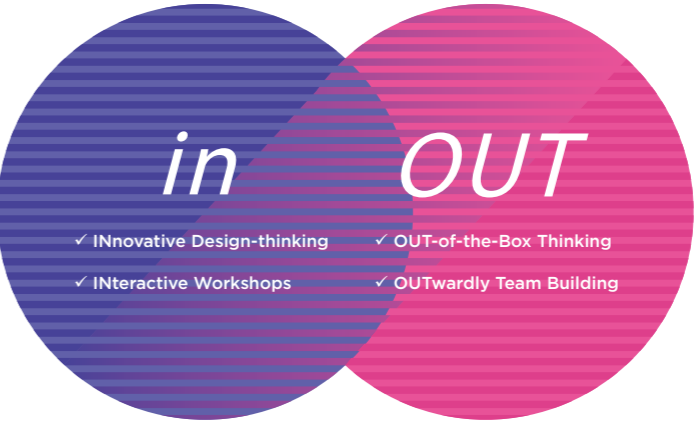
H.I.T. TRAINING PROGRAM
H.I.T. 文化培訓課程

Since 2012, LAWSGROUP has been organizing a wide range of H.I.T. Leadership trainings and workshops regularly to promote and reinforce the Group's core values. In 2018, H.I.T. training program introduced a variety of self-selected courses to accommodate the diverse needs of staff with different learning styles.

自2012年起，羅氏集團定期舉辦一系列H.I.T.領導力培訓課程及工作坊，推廣及加強集團的核心企業文化。於2018年集團更推出多種自選課程，以配合員工不同的學習需要和模式。



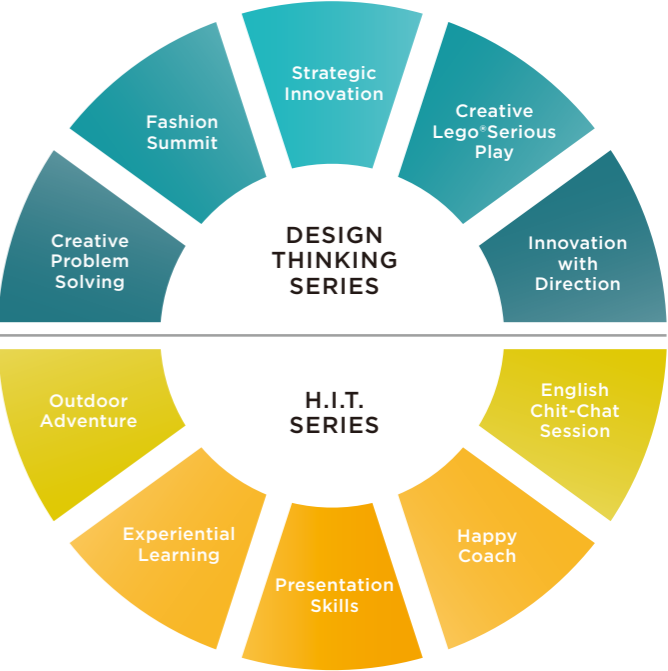
2018 H.I.T. LEADERSHIP TRAINING
H.I.T. 文化培訓課程



H.I.T. with *IN*side-*OUT*

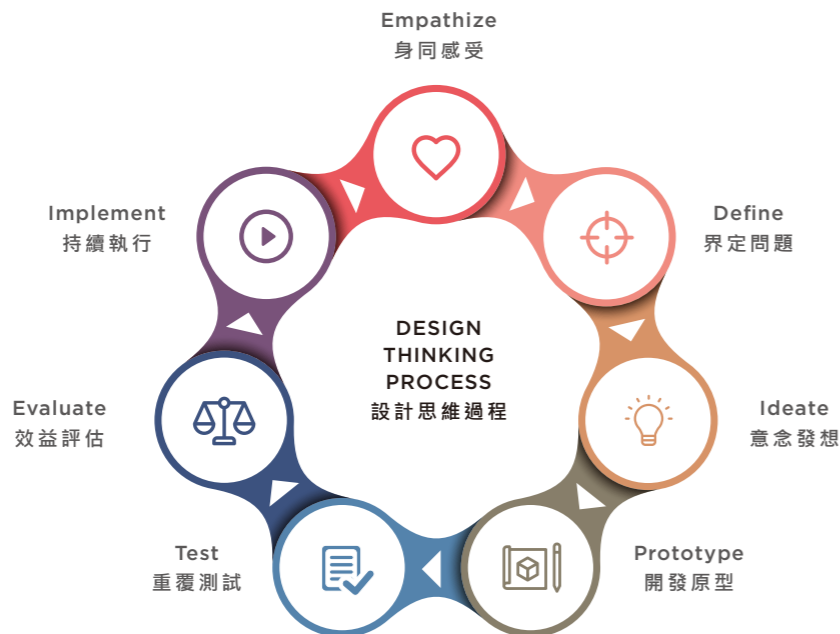
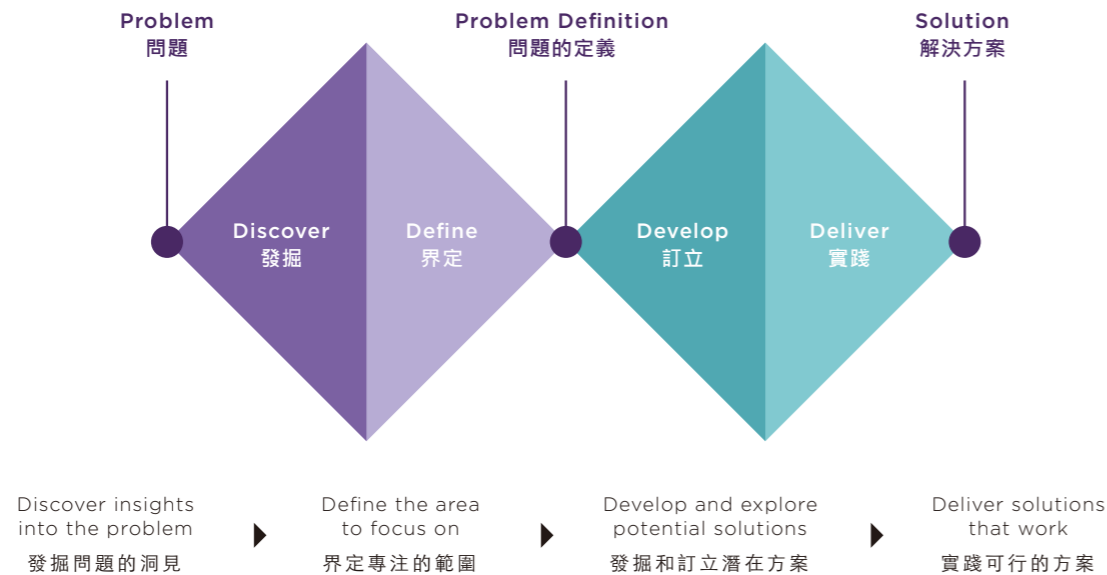
In 2018, LAWSGROUP has rolled out the newly designed training programs on design thinking for staff to grasp the gist of the problem solving approach. Through a series of workshops, courses, and activities, staff can develop their creative problem-solving skills and unleash their potential and imagination, which enable them to create effective and targeted solutions to tackle their business challenges.

2018年羅氏集團推出全新設計的設計思維培訓課程，以便員工掌握這個解難方法的要點。通過一系列的研討會、課程和活動，員工可以發展他們的創意解難能力，並激發他們的潛能和想像力，使員工能夠建立有效且針對性的方案來應對他們面對的工作挑戰。



DESIGN THINKING

設計思維



INNOVATION AND CREATIVITY

創新與創造力

LAWSGROUP has been striving to create a good work environment that can accommodate the needs of all staff and maximize their potential. In recent years, LAWSGROUP has put a strong emphasis on design thinking, a methodology that provides a human-centric and creative framework for solving problems.

To implement the design thinking methodology effectively in the workplace, LAWSGROUP has introduced H.I.T. Plus+ Learning Momentum, emphasizing human-centric, innovation and think without the box, and launched a series of redesigned internal training programs to encourage the application of design thinking among staff.

羅氏集團一直致力於創造一個良好的工作環境，以配合員工的需求並大力發展他們的潛力。近年集團非常重視設計思維，強調以人為本的創意思考方式解決問題。

為了在工作環境有效實踐設計思維，集團以「H.I.T.+學習動力」，即以人為本、創新及突破傳統思考框架的主要理念，重新設計內部培訓計劃，鼓勵員工在日常工作中應用設計思維。



H.I.T. Plus⁺
Learning Momentum
H.I.T.+學習動力

Human-centric
以人為本

Innovation
創新

Think without the box
突破傳統思考框架

INTERNAL
TRAININGS

內部培訓

COMMITMENT IN DRIVING DESIGN THINKING

COMMITMENT IN DRIVING DESIGN THINKING

全力推行設計思維



LAWSGROUP Management Team joined Design Thinking Workshop as part of the H.I.T. Leadership Training Program.
羅氏集團管理團隊參加設計思維工作坊，作為H.I.T.領導力課程之一部份。

To further drive and implement Design Thinking throughout the workplace, LAWSGROUP has dedicated extra efforts and resources in providing training opportunities for all staff, from Management Team to all general staff across different business units.

為進一步在工作間推行及實踐設計思維，羅氏集團特意投入額外資源為所有員工提供培訓機會，對象包括管理團隊以至不同業務的各類員工。



LAWSGROUP Deputy Chairman & CEO Mr. Bosco Law, HR Director Ms. Miko Cheung, and HR Manager Ms. Betty Lam participated in the Design Thinking 101 Workshop organized by Hong Kong Design Centre.
羅氏集團副主席及行政總裁羅正杰先生、人力資源總監張嘉瑩小姐及人力資源經理林巧恩小姐參與由香港設計中心舉辦的設計思維 101 工作坊。



HR Director Ms. Miko Cheung joined the first train-the-practitioner design thinking program in Hong Kong by UnleashHK and LUMA Institute.
人力資源總監張嘉瑩小姐參加由 UnleashHK 和 LUMA Institute 在香港舉辦的首個從業人員設計思維計劃。



Deputy Chairman & CEO Mr. Bosco Law attended the "Unleashed! Empowered by Design Thinking" luncheon for business leaders.
集團副主席及行政總裁羅正杰先生出席香港商界領袖「設計思維，無限可能」的聚餐會議。



E-LEARNING PLATFORM

網上學習平台

LAWSGROUP has also advanced the e-learning platform to provide a more innovative and versatile learning experience for staff, offering e-courses with quizzes, inspirational articles and notes, newsletters, book recommendations, peer-to-peer recognition programs and more.

羅氏集團亦更新網上學習平台，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 certain number of credits per year through any of the following 4 channels. Different levels of awards are 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四個渠道取得指定學分數目。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。

- continuous learning
- volunteering and recreational activities
- reading and viewing report
- micro-innovation
- 課堂進修學習
- 慈善或文娛康樂活動
- 閱讀/欣賞報告
- 微創新

INTERNAL
TRAININGS

內部培訓

GRADUATE TRAINEE PROGRAM

畢業生培訓計劃

The Graduate Trainee Program is designed to nurture potential university graduates as knitwear fashion design professionals within LAWSGROUP's manufacturing unit. The refined 12-month program offers trainees with the opportunities to rotate between different research and development department. On-the-job trainings and senior mentorships will be provided for trainees to gain professional knitwear knowledge and get familiarized with the business culture and operations.

畢業生培訓計劃旨在培育具備潛力的大學畢業生，成為羅氏集團製造業務的針織服裝設計專業人士。為期12個月的課程為學員提供在研發部門實習的機會，為學員提供在職培訓，並由資深員工進行指導，從而獲得針織業務專業知識，亦更快熟悉行業文化和營運模式。



INDUCTION
入職



JOB ROTATION
交替職務



FINAL PLACEMENT
最終職位安排

12 months 十二個月

- Orientation
- Familiarization with Business Operations and Corporate Culture
- Job Rotation in Research and Development Department
- Competency-based Development Program
- Comprehensive Understanding of Business Structure and Operations
- International Exposure in Various Fashion Brands
- 迎新簡介
- 熟悉營運模式及企業文化
- 於研發部交替工作
- 能力導向發展計劃
- 透徹了解業務架構和營運模式
- 與國際時尚品牌合作
- Attachment with Various Brands for In-depth Learning and Development
- 被安排到不同品牌並深化學習與發展

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 and 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. The program has been first carried out at factories in China since 2014, and the training scope has been expanded to factories in Bangladesh in 2018. As of 2018, a total of 80,495 hours of trainings were arranged.

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。計劃於2014年由中國工廠率先開展，於2018年更把培訓擴展到孟加拉廠房。直至2018年，羅氏集團共進行了80,495小時的培訓。



TRAININGS IN OVERSEAS UNITS

海外部門培訓

Apart from China and the Hong Kong Headquarters, LAWSGROUP internal training scope is also extended to different overseas factories and business units in Vietnam, Bangladesh, and Myanmar.

除了中國內地及香港的總部，羅氏集團的內部培訓亦申延至海外，包括位於越南、緬甸及孟加拉的廠房與業務部門。





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) 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。



Deputy Chairman & CEO Mr. Bosco Law and HR Director Ms. Miko Cheung attended the QF Partnership Commendation Ceremony 2018.

羅氏集團副主席及行政總裁羅正杰先生及人力資源總監張嘉瑩小姐出席2018資歷架構嘉許典禮。



Certificate of Commendation QF Star Support was presented to LAWSGROUP in 2018 for its support and contributions to the Qualifications Framework (QF).

羅氏集團於2018年獲頒發QF星級之友證書，以表揚其對資歷架構（QF）的支持和貢獻。



A SAFE AND FAIR WORKPLACE

安全與公平的工作環境

LAWSGROUP is an Equal Opportunity Employer. In order to provide equal employment and advancement opportunities to all individuals, employment decisions will be made based on merit, qualifications, and abilities. LAWSGROUP respects the differences in ability and qualities between staff and strives to create a work atmosphere free from discrimination and harassments.

Our equal opportunity policy was formulated based on the following 4 anti-discrimination ordinances and is adopted across all business units and departments to protect the legal rights of all staff and business partners in all aspects of employment.

羅氏集團作為平等機會僱主，致力確保所有人獲得平等的就業和晉升機會，並根據每個人的表現，資歷和能力作出僱傭決定。羅氏集團亦尊重員工之間能力和素質的差異，致力創造一個沒有歧視和騷擾的工作氛圍。

集團根據以下四項反歧視條例制定內部的平等機會政策，並應用於所有業務單位和部門，以保障所有員工和商業夥伴在僱傭方面的合法權益。

- | | |
|--|--------------|
| • Sex Discrimination Ordinance | • 《性別歧視條例》 |
| • Disability Discrimination Ordinance | • 《殘疾歧視條例》 |
| • Family Status Discrimination Ordinance | • 《家庭崗位歧視條例》 |
| • Race Discrimination Ordinance | • 《種族歧視條例》 |

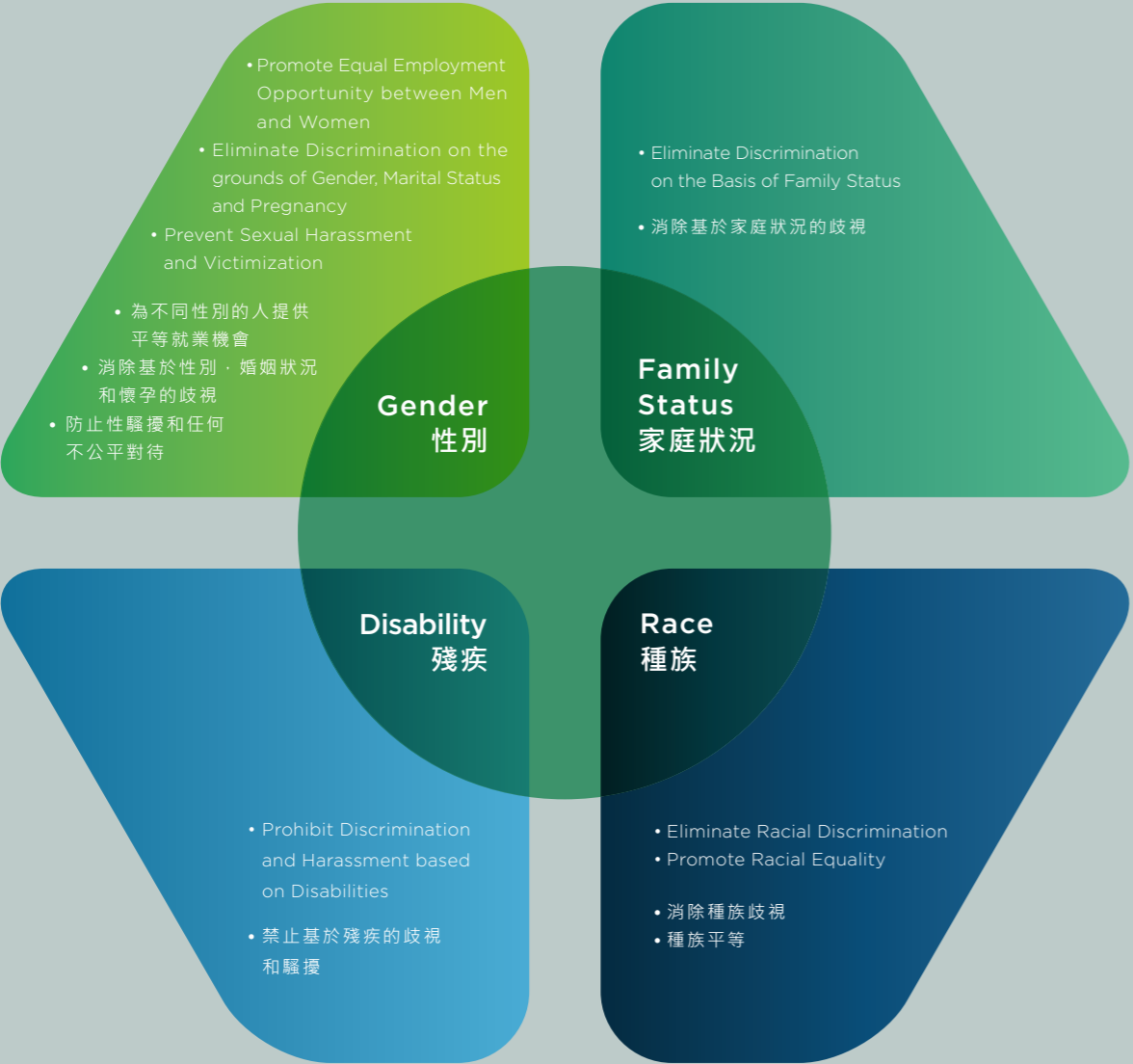


COMMITMENT
TO THE
WORKPLACE

對工作環境的承諾

EQUAL OPPORTUNITY POLICY

平等機會政策



DIVERSIFIED WORKFORCE

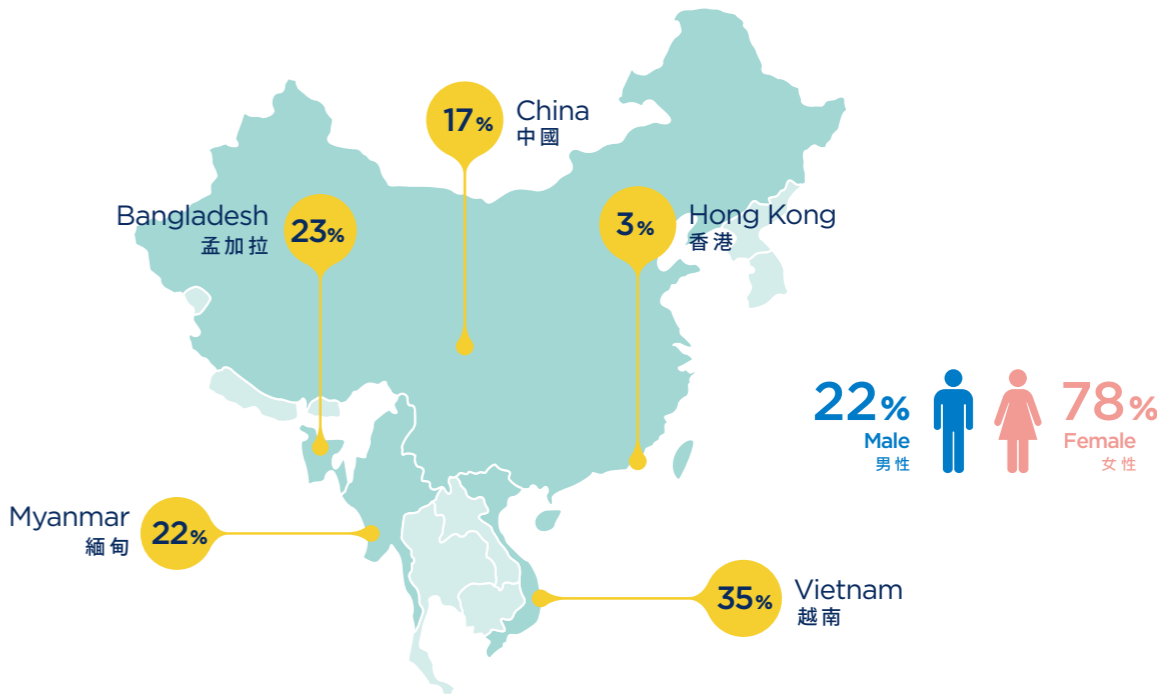
多元化勞動力

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 headquarter 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 scale.

作為一家跨國企業，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。而在一些設有廠房的地區，女性員工的比例則明顯較高。

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 innovations and 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」。



LAWSGROUP received the “Grand Award (Enterprise Group)” at the FHKI Industry Cares Recognition Scheme 2018. (LEFT) Chief Operating Officer Ms. May Leung received the award from HKSAR Chief Secretary Mr. Matthew Cheung on behalf of the Group. (RIGHT) HR Director Ms. Miko Cheung and HR Manager Ms. Betty Lam received the “Best CSV Award” and the “3+ Caring Certificate” representing LAWSGROUP.

羅氏集團於香港工業總會2018工業獻愛心表揚計劃獲得「至尊關懷大獎(企業組別)」。(左)營運總裁梁小慧小姐代表集團上台從香港特區政府政務司司長張建宗先生領獎。(右)人力資源總監張嘉瑩小姐及人力資源經理林巧恩小姐代表羅氏集團領取「最具共享價值獎」及「3+愛心關懷證書」。



ERB Manpower Developer
ERB人才企業

9th Hong Kong Corporate Citizenship
第九屆香港傑出企業公民獎

WWF Silver Membership 2018-2019
世界自然基金會純銀會員 2018-2019



AWARDS & ACCOLADES

獎項及殊榮



LAWSGROUP received the “Excellence Award” and “CTgoodjobs Special Award” at the HKMA Award for Excellence in Training and Development 2018. HR Director Ms. Miko Cheung received the trophy representing the Group.
羅氏集團於香港管理專業協會2018最佳管理培訓及發展獎中獲得「卓越獎」及「CTgoodjobs特別嘉許獎」。人力資源總監張嘉瑩小姐代表集團上台領取獎座。



LAWSGROUP is also recognized for its continuous dedications and efforts in upgrading its business with implementation of “CSV Model” and “Design Thinking”. HR Director Ms. Miko Cheung and Marketing Director Mr. Leslie Fok received “Upgrading and Transformation Certificate of Merit” from the 2018 Hong Kong Awards for Industries, and “D-Award” from Design Council Hong Kong on behalf of the Group.
羅氏集團不斷努力並投放資源實踐「創造共享價值」及「設計思維」，提升業務的同時亦得到各方的認同。人力資源總監張嘉瑩小姐與市場總監霍俊熹先生分別代表集團上台領取2018香港工商業獎「升級轉型優異證書」，以及由香港設計委員會頒發的「D-Award」。



2018 Hong Kong Awards for Industries:
Upgrading and Transformation Certificated of Merit
2018 香港工商業獎：升級轉型

The 9th Hong Kong Outstanding
Corporate Citizenship
第九屆香港傑出企業公民

ERB Manpower Developer Award
ERB人才企業嘉許

15+ Caring Company
15+商界展關懷



Happy Company 2018
開心工作間 2018

Good Employer Charter
好僱主約章

Investing in the Community

貢獻與建設社區

文化 創意 地標



THE CULTURAL & CREATIVE LANDMARK 文化創意地標



Named as “Designers’ Dreams”, D2 Place is the first shopping mall cum office complex revitalized from industrial building in Hong Kong opened in 2013. Comprising two blocks D2 Place ONE and D2 Place TWO, the whole project features over 500,000 sq.ft. of retail, office, and event spaces.

Unlike other cookie-cutter malls, D2 Place serves as a platform for creative individuals and young entrepreneurs to showcase their talents and develop their businesses. With the vision of driving the development of cultural

and creative industries, D2 Place is in active collaborations with different local and overseas designers and other creative parties to organize different creative and cultural events, including the signature “Weekend Markets”.

As a part of the Group’s CSV (Creating Shared Value) Initiatives, D2 Place operates with an innovative “Entrepreneurship Model” initiated by LAWSGROUP’s Deputy Chairman and CEO Mr. Bosco Law, focusing on breeding startups, young entrepreneurs, and local brands.

Since the launch of the “Entrepreneurship Model”, more than 5,000 local and international creative parties have been benefited and fostered. With its proven-success, D2 Place is recognized as a local cultural and creative landmark in Hong Kong with community of shared-mind individuals under the same roof.

以「設計師之夢想 Designers’ Dreams」而命名的D2 Place於2013年開幕，是在香港首個由工業大廈重建而成的商場及辦公室。項目由D2 Place ONE和D2 Place TWO組成，合共提供超過五十萬平方呎的零售、辦公室和活動空間。

有別於其他倒模商場，D2 Place為設計師和年輕創業家提供展示才華和發展業務的平台。D2 Place致力推動文化創意產業的發展，積極與不同的本地和海外設計師及其他創意團體合作，舉辦不同的創意及文化活動，包括重點活動「週末市集」。

作為羅氏集團創造共享價值（CSV）計劃的一部分，D2 Place採用由集團副主席兼行政總裁羅正杰先生發起的「初創企業模式」，集中培育初創公司、年輕企業家和本地品牌。

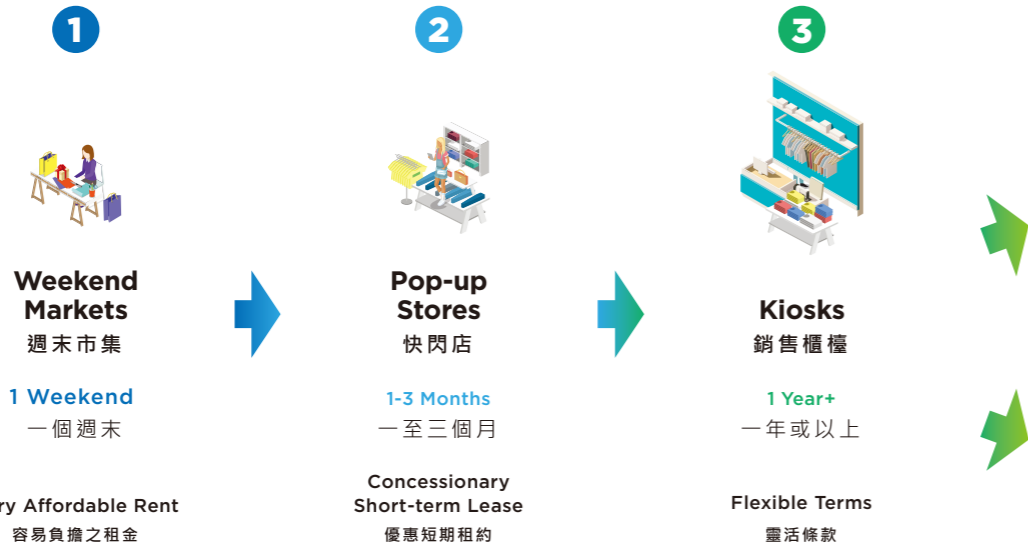
「初創企業模式」自推出以來，已令五千多個本地和國際創意團體受益。憑藉「初創企業模式」的成功，D2 Place已成為香港集結年輕創新動力的新文化和創意地標。

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.



The only shopping mall in Hong Kong with Weekend Markets organized every single weekend, where young entrepreneurs could present their products as the first attempt.

香港唯一一個商場每逢星期六及日無間斷舉辦週末市集。初創可以展示及售賣產品，作為開業第一步。



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

開放式店舖設計，可自設自家品牌裝潢，並需每天營運。由D2 Place提供營運及宣傳推廣支援。

DREAM IT?
DO IT!

「初創商業模式」分6個階段逐步孕育及支持初創企業 — 由週末市集的銷售初體驗，到管理已發展成熟的業務，以至擴展生意到市內及世界各地。



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舖及門面。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。

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.

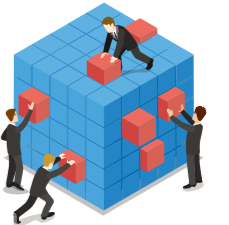
Since D2 Place launched the "Entrepreneurship Model" in 2013, more and more developers accepted and adopted similar models in their shopping malls and retail businesses. This enables more and more entrepreneurs to benefit and expand their businesses.

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同的營運模式，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。

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才，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, emphasizes a two-way interaction, in which the corporate develops a unique business model to facilitate growth for both the corporate and the beneficiary, creating a win-win situation. Such an innovative concept was first introduced in D2 Place and is one of the major elements that ensures our long-term financial sustainability.

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。

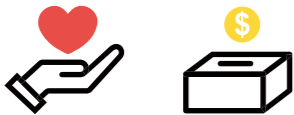
相反，創造共享價值(CSV)則著重雙向的互動。由企業自行開發獨特的營運模式，促進企業及受惠者兩方的共同發展，從而達致雙贏。此創新概念是首次於 D2 Place 出現，亦是保持我們長遠可持續財務發展的其中一個重要因素。

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 D2 Place's innovative "Entrepreneurship Model", LAWSGROUP was presented the Grand Award at the inaugural Business for Social Good Award organized by Our Hong Kong Foundation for recognizing corporates with exceptional contributions in Creating Shared Value.

The Award was judged and voted by over 500 professionals, including Corporate CEOs, Non-governmental organization 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

BUSINESS-GOVERNMENT-COMMUNITY TRI-PARTITE PARTNERSHIP

民商官三方協作模式

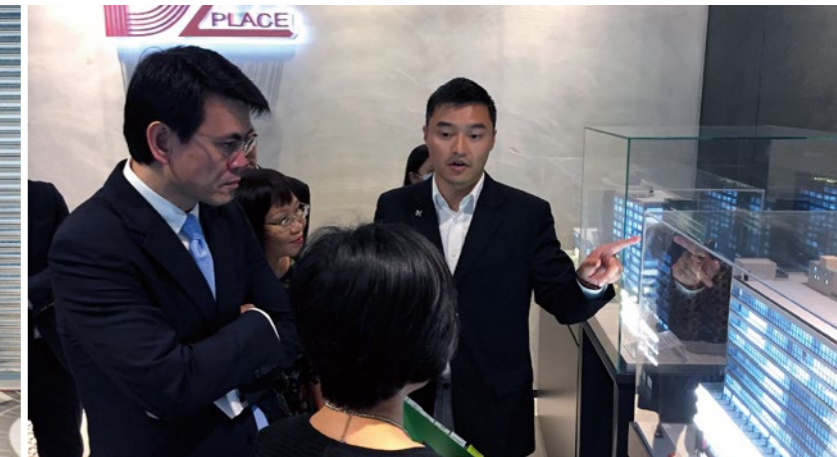
D2 Place has grown into a cultural and creative hub among the young with its innovative operation model and distinctive shops and events. As such a successful case under the Industrial Building Revitalization Scheme, D2 Place has become a subject of study for the government, universities, and commercial entities. Different senior government leaders also visited D2 Place to show their recognition and support to the project.

As one commercial entity, D2 Place's operating strategies are also in line with the HKSAR Government's policies in fully supporting the youth development — serving as a platform to facilitate "Business-Government-Community Tri-partite Partnership".

D2 Place 憑藉其創新營運模式和獨特的商店和活動，成為年輕人的文化創意地標。作為活化工廈政策的成功例子，D2 Place已成為政府、大學和商業機構的研究課題，更得到不同的政府高層領袖參觀及支持。

作為商界的一份子，D2 Place 的營運方針與香港特區政府全力支持青年發展的政策步伐一致，提供一個促進「民商官三方協作模式」的平台。

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。

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 3), Chief Secretary for Administration of HKSAR, Mr. Matthew Cheung (Left 9), Chairman of the Commission of Youth, Mr. Lau Ming Wai (Left 8), and other government officials and landlord representatives joined the Press Conference of the “Youth Entrepreneurship Sharing Session”.

羅氏集團副主席及行政總裁羅正杰先生(左三)、香港特別行政區政務司司長張建宗先生(左九)、青年發展委員會副主席劉鳴煒(左八)，以及其他政府官員和業主代表出席「青年同行工作成果分享會」記者招待會。

To foster the collaborations with different landlords to provide creative spaces for young entrepreneurs at a discounted rate, the HKSAR Government has launched the Space Sharing Scheme for Youth in 2017 as a part of the “Business-Government-Community tripartite partnership”.

LAWSGROUP is one of the first batch of developers joining the scheme, committing over 30,000 sq.ft. of retail and event spaces in D2 Place ONE and TWO. Young entrepreneurs who are eligible to participate in the scheme will enjoy a concessionary rental offer. This is in-line with the existing D2 Place Entrepreneurship Model that end users can enjoy a complete business solution with sales, marketing and distribution support from D2 Place and LAWSGROUP.

為促進與不同業主的合作，以優惠租金向年輕人提供創意空間，香港特區政府於2017年啟動了「青年共享空間計劃」，作為「民商官三方協作模式」的其中一環。

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 30,000 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，計劃更與現有的「初創商業模式」連接，令用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、推廣及分銷渠道。

Spaces are offered in different forms, ranging from pop-up stores and kiosks to a multifunctional event space THE SPACE to support young startups with different needs and operation styles. As of 2018, the sharing spaces at D2 Place has organized more than 800 youth activities and over 6,000 young entrepreneurs have been benefited.

共享空間分為快閃店、銷售櫃檯以及多用途活動空間 THE SPACE等多個形式，以配合年輕初創公司不同的需要和營運風格。直至 2018 年，D2 Place 的共享空間已舉辦超過800場青年活動，並使逾6,000名年輕創業家受惠。



10,000 sq.ft.

POP-UP STORES

快閃店

Providing versatile retail spaces at flexible rates and terms for entrepreneurs to test the market
為創業者以靈活租金及條款提供多元零售空間，以測試市場反應

KIOSKS

銷售專櫃



12,000 sq.ft.

WEEKEND MARKETS

週末市集

Offering over 100 market booths every weekends
每週末提供超過100 個市集攤位



THE SPACE

THE SPACE 多用途活動空間

Lease to Government departments, non-governmental organizations, educational institutions, and other creative parties at preferential rents
以優惠租金租予政府機構、非政府團體、教育機構及其他創意團體使用



8,000 sq.ft.

THE BARN

THE BARN 生活百貨店

Providing a comprehensive consignment service to young entrepreneurs and designers
為本地設計師及創業者提供一站式寄賣服務

CREATING
SHARED
VALUE

創造共享價值

QUICK OVERVIEW & HONG KONG CULTURAL & CREATIVE ECOSYSTEM

In 2018, D2 PLACE

Organized over

65

Organized more than

100

Collaborated with over

150

Supported more than

4,600

Attracted more than

4,300,000

Helped startups generate more than

HK\$33,000,000

D2 PLACE 於2018年

Weekend Markets

舉辦超過65場週末市集

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

Government and Public Institutions, NGOs, Private Companies and Creative Parties
與超過150個政府與公共機構、非牟利組織、私營機構及創意團體合作

Startups and Local Businesses
支持4,600多間初創及本地企業

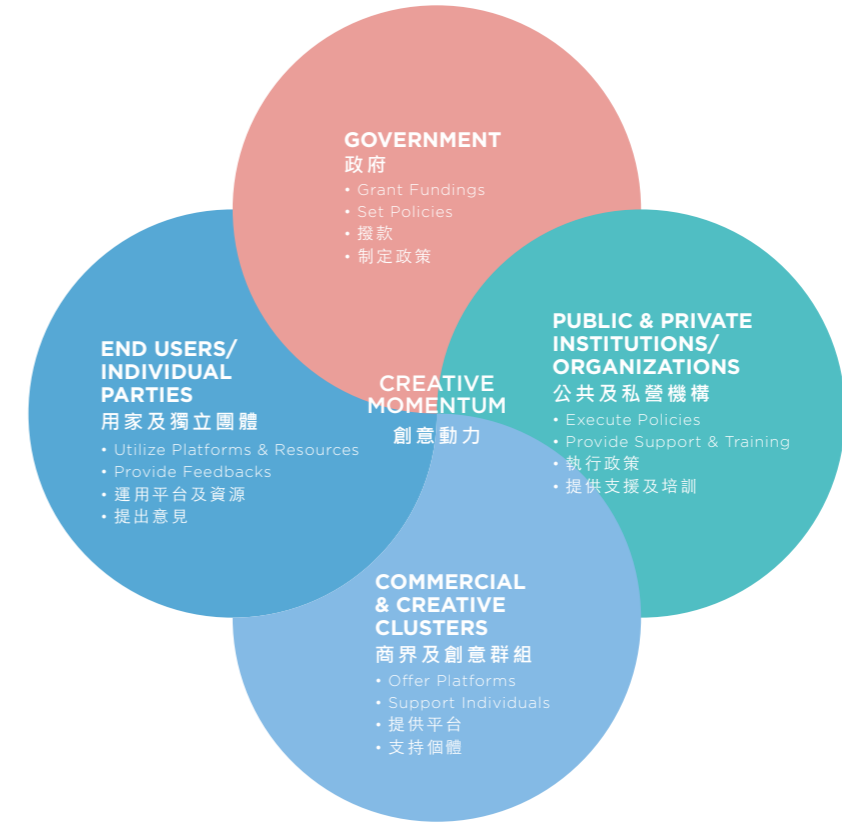
Shoppers and Visitors
吸引了超過4,300,000位顧客

of sales
協助初創公司帶來超過33,000,000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

PROMOTING CSV BEYOND LAWSGROUP
於集團以外推動創造共享價值

LAWSGROUP believes that “Creating Shared Value (CSV)” is not just for any individual but a business for everyone. Only when more companies and institutions understand and adopt the CSV concept in their business models, more people in the society can benefit from the whole momentum.

Through media coverage, interviews, speeches, seminars, contests, and other events, LAWSGROUP has been actively promoting the concept of “Creating Shared Value” across the city, as one of its key missions in sustainable development.

羅氏集團深信「創造共享價值(CSV)」並不單是一件獨立事件，而是涉及所有人。只有當更多公司和機構了解並應用CSV理念於其業務上，社會內才會有更多人從整個動力中受惠。

羅氏集團一直積極透過傳媒報導、訪問、演說、比賽及其他活動，於城中把「創造共享價值」推廣出去，作為集團可持續發展的其中一個主要任務。



LAWSGROUP Deputy Chairman & CEO Mr. Bosco Law was invited by The Hong Kong Management Association for sharing his vision in CSV and the implementation at D2 Place in a seminar.

香港管理專業協會邀請羅氏集團副主席及行政總裁羅正杰先生於一個研討會上分享他對CSV的願景以及其在D2 Place的實踐。



Mr. Bosco Law talked about his vision and strategic approach in creating a unique CSV business model during a seminar organized by Our Hong Kong Foundation and the Lion Club.

羅正杰先生於一個由團結香港基金及獅子會舉辦的一個研討會上闡述他的願景以及其創造獨特CSV商業模式的策略。

With our continuous efforts, more and more developers in Hong Kong started to follow and adopt similar concepts 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 D2 Place's Entrepreneurship Model, and LAWSGROUP is thrilled to see more and more startups benefiting across the city.

憑著我們的不斷努力，越來越多的本地發展商開始在他們的商場採用類似的概念，例如為本地企業家提供租金優惠、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。



Mr. Bosco Law exchanged collaborating ideas with Mr. Anthony Leung, Chairman of Nan Fung Group at the opening ceremony of The Mills.

羅正杰先生與南豐集團主席梁錦松先生於南豐紗廠開幕典禮上交流合作意見。



LAWSGROUP was invited as one of the case partners of the Hong Kong Shared Good Values Competition organized by Wofoo Social Enterprises. Mr. Bosco Law was one of the judges and presented the prize to the Champion.

羅氏集團獲和富社會企業邀請為HKSGV案例比賽的合作夥伴。羅正杰先生為其中一位評判並頒獎予勝出者。



As part of the Hong Kong Shared Good Values Competition, LAWSGROUP Marketing Director Mr. Leslie Fok represented the Group, shared and exchanged CSV ideas with the local university students.

於HKSGV案例比賽其中一環節中，羅氏集團市場總監霍俊熹先生代表集團與本地大學生分享及交流「創造共享價值」的理念。

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 the only shopping mall in Hong Kong organizing “Weekend Markets” on every Saturday and Sunday, attracting more than 100 booths and 25,000 shoppers every weekend. D2 Place is also 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是香港唯一逢星期六及日舉辦「週末市集」的商場，每個週末吸引超過100個檔攤及25,000名顧客進場。D2 Place亦是其中一個採用「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。



THE BARN LIFESTYLE STORE
THE BARN 生活百貨



Collaborated with Hong Kong Trade Development Council (HKTDC) Design Gallery, LAWSGROUP set up The Barn Lifestyle Store as an additional measure to support entrepreneurship. THE BARN provides a comprehensive consignment service to support startups that 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，並提供全面的寄賣服務，支援尚未準備全職經營零售店的初創品牌。



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 a wide range of festive celebrations and seasonal events throughout the year, 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.

D2 Place亦於整年不同時節舉辦各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，該活動更自2015年起成為D2 Place的年度主題項目之一。

SEASONAL AND FESTIVE EVENTS



CHRISTMAS THE FOREST LIGHT
聖誕螢之森



CHRISTMAS THE FOREST LIGHT
聖誕螢之森



CHINESE NEW YEAR
新年愛心滿森森



SUMMER BOMB BOMB BATH
暑假派對



CHRISTMAS THE ELF'S HOUSE
聖誕精靈小木屋

INVESTING
IN THE
COMMUNITY

貢獻與建設社區



BEYOND 35TH ANNIVERSARY EXHIBITION
BEYOND 傳奇三十五周年展覽



RED A EXHIBITION
紅A展覽



EASTER BIG BIG CHANNEL
復活節 BIG BIG CHANNEL



PHOTO EXHIBITION
相片展覽



FAC TRAINING ACADEMY
FAC 訓練學院



THE WEEK - 7 DAYS OF INDIE MUSIC
@ THE SPACE, D2 PLACE



LIVE BUSKING
即場表演



PUBLIC ENJOYMENT

為公眾提供娛樂

As a Cultural and Creative Landmark, D2 Place actively partners 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。

INVESTING
IN THE
COMMUNITY

貢獻與建設社區

MULTICULTURAL EVENTS

多元文化活動

To bring in different cultural elements, D2 Place collaborates with creative parties from different countries to co-organize various cultural events, such as Thai Water Festival, Le French May, and Japan Autumn Festival, making D2 Place a unique destination with multicultural experiences.

為帶來更多文化元素，D2 Place 與來自不同國家的創意團體合作，合辦各種文化活動，如香港潑水節、法國五月和日本秋祭等，令D2 Place成為一個可體驗多元文化活動的獨特地標。

THAILAND



JAPAN



FRANCE



THAI WATER FESTIVAL
泰國潑水節



JAPANESE AUTUMN FESTIVAL
日本秋祭



LE FRENCH MAY
法國五月



INVESTING
IN THE
COMMUNITY
貢獻與建設社區



MADE IN HONG KONG

香港掂檔

With the aim to support local high-quality creativity and drive the development of the cultural and creative industry in Hong Kong, LAWSGROUP set up the “Made in Hong Kong” brand in 2017. The brand is dedicated to explore outstanding Hong Kong design and promote the diversified development of Hong Kong brands by appreciating outstanding original designs. At the same time, “Made in Hong Kong” offers a platform for local designers to unleash their creativity and pursue their goals. Since its launch, the brand has collaborated with over 100 public and private organizations.

為了支持本地優質創意及推動香港文化及創意產業的發展，羅氏集團於2017年成立「香港掂檔」品牌，致力發掘香港優秀設計，並通過表揚優秀的本地原創，推動香港品牌的多元化發展。與此同時，「香港掂檔」為本地設計師提供平台，讓他們發揮創意，並鼓勵他們勇於追夢。自成立以來，「香港掂檔」已與超過100個公私營機構合作。

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



INVESTING IN THE COMMUNITY

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“MADE IN HONG KONG” STREET CARNIVAL 「香港掂檔」街頭嘉年華



In 2017, the brand rolled out the “Made in Hong Kong” Street Carnival with over 60 entities including government departments, non-profit organizations, and educational institutions in celebration of the 20th anniversary of the establishment of Hong Kong SAR. A number of game booths and food stalls were set up outside D2 Place on 1 July. In addition to the Lai Chi Kok historical and local brand exhibitions, the Carnival also brings a range of music, dance, magic and clown shows. The Carnival was recognized as an official celebration activity and has become the brand’s annual signature event.

於2017年，為慶祝香港特別行政區成立二十週年，品牌聯同政府部門、非牟利機構及教育機構等60多個單位推出「香港掂檔」街頭嘉年華，並於7月1日在D2 Place外設置多個遊戲和小食攤位。嘉年華除了設有荔枝角的歷史及本地品牌展覽，更帶來一連串音樂、舞蹈、魔術和小丑表演。是次活動除了成為政府認可的慶祝活動，更成為品牌的年度重點活動。

TOP 10 ARTISANS AWARD 十大匠人選舉

十大匠人
頒獎典禮2018



In July 2018, “Made in Hong Kong” organized the first Top 10 Artisans Award to explore local designer brands with enormous potential. The judging panel was formed by renowned experts from the creative industry, showing that the award and brand concept were widely recognized by different sectors. To arouse public awareness of local crafts and designs, D2 Place also hosted a weekend market with the theme of “Made in Hong Kong” featuring five market organizers and 50 selected handmade brands.

於2018年7月，「香港掂檔」舉辦第一屆「十大匠人選舉」，旨在發掘更多有潛質的本土設計品牌。獎項評審團由創意產業的知名專業人士組成，可見獎項和品牌形象得到了不同行業的廣泛認可。為提高大眾對本地工藝和設計的認識，D2 Place更舉辦以「香港掂檔」為主題的週末市集，展出五個市集組織者和五十個精選手工品牌。



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GO GLOBAL
走向世界

With a mission to enhance the competitiveness and recognition of Hong Kong brands, “Made in Hong Kong” also actively promotes local designs to the world and help them develop a global presence. .

為了提升香港品牌的競爭力和認知度，「香港掂檔」亦積極向外推廣本地設計，並幫助他們往外發展。



MADE IN HONG KONG: GO GLOBAL

In September 2018, the “Made in Hong Kong” team led the finalists of the Top 10 Artisans Award to take part in “Flavor Bazaar: Eat Hong Kong in Taiwan” at 1914 Creative Park in Huashan, showcasing their designs and works to oversea audience.

「香港掂檔」團隊於2018年9月帶領「十大匠人選舉」的獲獎品牌到台北參加1914華山創意園區一連兩日舉辦的「一口吃下香港：港味市集」，向海外人士展示他們的設計和作品。



Made in Hong Kong also participated in the Hong Kong International Licensing Show 2019 to showcase outstanding designs from the finalists of the Top 10 Artisans Award.

「香港掂檔」亦參與香港國際授權展2019，展出「十大匠人選舉」得獎品牌的傑出設計。



#ddhk FASCINATION STREET
#dd策動：時裝匯演FASCINATION STREET



Putting technology, digital art, music and performances together, the CreateHK introduced #ddHK Fascination Street at D2 Place in December 2018. With the theme of "Hong Kong Story" and "Sham Shui Po", the show showcased a number of local fashion designer brands such as Yeung Chin, ANGUS TSUI, YMDH and more, bringing a surreal fashion parade on the street.

創意香港於2018年12月在D2 Place舉辦了#dd策動：時裝匯演Fascination Street，是次展覽將科技，數碼藝術、音樂和表演融合，並以「香港故事」和「深水埗」為主題，展示了多個當地時裝設計師品牌，如Yeung Chin，ANGUS TSUI，YMDH等，於街頭上演超現實時裝巡遊。

FASCINATION STREET



INTRODUCTION OF KOREAN CINEMA
引入韓國電影院



To foster cultural exchange among the Asian region, the largest chained cinema brand in Korea, CGV Cinemas, was first introduced at D2 Place in September 2018. Consists of 4 houses with 472 seats, including the "Screen X" with the exclusive 270-degree projection technology in Hong Kong, the only-one Korean artist Gong-yoo themed "K Star" as well as "HSBC Film" and "Sweetbox", the cinema offers a unique Korean-style viewing experience for Hong Kong customers.

為了促進亞洲地區之間的文化交流，D2 Place於2018年9月首次引入韓國最大的連鎖影院品牌 CGV Cinemas。電影院共有4個影院472個座位，包括香港唯一提供270度投影技術的「Screen X」影院、首個以韓星孔劉命名的「K Star館」、 「HSBC Film」以及「SWEETBOX」，為香港客戶提供獨特的韓式觀賞體驗。



LAWSGROUP Deputy Chairman and CEO Mr. Bosco Law, Secretary for Commerce and Economic Development Mr. Edward Yau, Lan Kwai Fong Group Chairman Mr. Allan Zeman, and representatives from Korean Consulate attended the Grand Open Ceremony of CGV Cinemas D2 Place to show their support. 羅氏集團副主席兼行政總裁羅正杰先生、商務及經濟發展局局長邱騰華先生、蘭桂坊集團主席盛智文先生以及韓國領事館代表出席CGV Cinemas D2 Place的開幕典禮，以表支持。

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Engaging
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CORPORATE VOLUNTEER PROGRAM

企業義工計劃

LAWSGROUP has been actively fulfilling corporate social responsibility and officially set up the “Corporate Volunteer Advisory Committee” in 2012 to encourage staff participation in different volunteering works, serving the elderly, people with disability, underprivileged families, victims, environmental organizations and more.

Recently, the group has expanded its volunteer system to overseas business units. Apart from the Corporate Volunteer at Shenzhen launched a blood donation campaign and participated in Pingshan District environmental protection activities last year, The staff at Vietnam and Myanmar, also actively participated in local charitable activities. Clothes, food and monetary aids were sent to victims suffered from floods and typhoons, showing our care for the communities.

羅氏集團積極履行企業社會責任，並於2012年成立「企業義工服務顧問團」，鼓勵員工及其親友投入各項關愛社區的義工服務，服務對象涵蓋長者、殘障人士、低收入家庭、災區災民以及環保團體等。

義工活動不但在本港舉行，更擴展至海外範圍。繼有深圳員工舉辦捐血活動，及響應環保參與坪山區的清潔活動外；更在越南河內及緬甸舉辦各項賑災活動，給受災人民送上衣物、食品及捐款等，以緩解遭受到水災、風災的困境，鼓勵他們度過難關。



As of 2018
直至 2018 年

1,300+ Volunteers
名義工
4,800+ Volunteer Hours
服務小時

WALK FOR MILLION 2019

公益金百萬行 2019



As a way of giving back to society, around a hundred staff from LAWSGROUP took part in the “Walk for Million 2019” organized by The Community Chest. Staff was required to walk through the newly built Central-Wanchai Bypass and complete the 5.3km walking route.

With the kindhearted efforts of LAWSGROUP walkers, a sizeable amount of funding was raised to benefit the “Family and Child Welfare Services” to support underprivileged families and children in Hong Kong.

秉承回饋社會的精神，羅氏集團上下近百位員工參加由公益金主辦的「百萬行2019」籌款活動。員工需要走過新落成的中環及灣仔繞道，並完成約長5.3公里的步行路線。

憑著員工的努力，羅氏集團步行隊伍為「家庭和兒童福利服務」籌得可觀的善款，以支持香港貧困家庭及兒童。



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粵港愛心捐血日 Blood Donation Event @ China & HK



玩具回收 聖誕送暖 Toys Recycling for Children



保育活動@WWF元洲仔里 Conservation Event @ WWF Island House



聖誕烘焙工作坊 Christmas Bakery Workshop for the children



保育海岸環境@WWF海下灣 Conservation Event @ WWF Hoi Ha Wan



聖誕奇影同賀日 X'mas Fun & Movie Day @ D2 Place



深圳坪山區環保活動 Conservation Event @ Shenzhen



越南河內賑災活動 Relief activities @ Hanoi, Vietnam



越南河內賑災活動 Relief activities @ Hanoi, Vietnam



緬甸賑災活動 Relief activities @ Myanmar

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冊

FASHION FARM FOUNDATION

ABOUT FASHION FARM FOUNDATION

ABOUT FASHION FARM FOUNDATION 關於 FASHION FARM FOUNDATION

Sponsored by LAWSGROUP, Fashion Farm Foundation (FFF) is a nonprofit organization founded in 2012 with the goal to foster the development of the fashion industry in Hong Kong and promote local fashion brands worldwide.

In collaboration with the government departments, public and private institutions, commercial entities and other stakeholders in the creative industries, FFF serves as a platform for local designers to gain more popularity and capture business opportunities by featuring a wide range of workshops, exhibitions, fashion shows and other outreach activities including the signature Fashion Forward Festival and FFFriday supported by CreateHK, and the HKFG program where local emerging designers are showcased in international fashion events.

由羅氏集團贊助，於2012年成立的非牟利機構Fashion Farm Foundation (FFF) 旨在促進香港時裝業的發展，以及在世界各地推廣本地的時裝品牌。

FFF積極與政府部門、公共和私人機構、商界以及創意產業的其他持分者合作，通過舉辦各種工作坊、展覽、時裝表演及其他推廣活動，包括由創意香港全力支持的Fashion Forward Festival和FFriday，以及讓本地新興設計師在國際時尚活動中亮相的HKFG計劃，為本地設計師帶來更多曝光率和商機。

冊

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QUICK FACTS & WHITELISTED CONCEPT STORE

Since 2012, FFF has been actively connecting Hong Kong fashion designers with local and global buyers and retails, fostering business opportunities between them. In the past 6 years, FFF has:

自2012，FFF積極地連繫香港時裝設計師與本地和全球買家及零售商，為他們開拓商機。於過去6年中，FFF：

Travelled to
11

Major Fashion Cities: Paris, London, New York, Dubai, Tokyo, Singapore, Beijing, Shanghai, Qianhai Shenzhen, Hengqin Zhuhai and Macau

到訪過11個主要時裝城市：
巴黎、倫敦、紐約、杜拜、東京、新加坡、北京、上海、深圳前海、珠海橫琴及澳門

Collaborated with
55+

Partners & Organizations
與超過55個團體和機構合作

Benefited more than
220

Designers (fashion and related)
令超過220位時裝或相關設計師受惠

Reached
4,000,000

Hong Kong
and 1.5 million global audiences
接觸到4百萬名香港本地及150萬名海外受眾

Generated business value equivalent to
HK\$38,000,000

for the industry
為行業帶來港幣3,800萬元的商業價值

WHITELISTED
NOVELTY LANE | FASHION FARM FOUNDATION

WHITELISTED CONCEPT STORE
WHITELISTED 概念店



WHITELISTED is a non-profit fashion platform co-founded by Novelty Lane and FFF. With financial, operational and venue sponsorships from LAWSGROUP, WHITELISTED opened its first concept store in D2 Place with an aim to promote Hong Kong fashion designs and enhance brand awareness of local fashion labels around the world. Apart from featuring local designer products, WHITELISTED also collaborates with different brands and parties in the creative industry to hold a variety of fashion and cultural events, such as fashion shows, exhibitions, workshops and more.

WHITELISTED是一個由Novelty Lane和FFF共同創立的非牟利時裝平台。得到LAWSGROUP的資金、營運和場地贊助，WHITELISTED成功於D2 Place開設了首間概念店，並以推廣香港時裝設計以及提升本地時裝品牌的國際知名度為己任。除了售賣香港設計產品，WHITELISTED亦與創意產業不同團體合作，舉辦各種時裝和文化活動，如時裝表演，展覽，工作坊等。



The concept of FFF is recognized by the government. Chief Executive of HKSAR, Ms. Carrie Lam visited the WHITELISTED Concept Store and a FFF exhibition hosted at D2 Place to show the government's support on the development of local fashion and design industry.

FFF的理念得到政府認同，香港特別行政區行政長官林鄭月娥女士更親身到D2 Place參觀WHITELISTED概念店及FFF展覽，以展示政府對本地時裝及設計業發展的支持。



HKFG PARIS SS19 HKFG 2019春夏巴黎時裝周

FFF featured 8 of its designer units in the 2019 Spring/Summer Paris Fashion Week. Unlike conventional fashion runway parades, FFF's designers turned the showcases into theatrical plays by blending different multi-media and art installations elements, bringing innovative fashion presentations for the audience.

FFF在2019春夏巴黎時裝周上展出了8個設計師單位。與傳統的時裝走秀不同，FFF的設計師透過融合不同的多媒體和藝術裝置元素，以充滿戲劇性的方式展出作品，為觀眾帶來嶄新的時裝表演。



HKFG PROGRAM HKFG 計劃

Formerly known as the Hong Kong Fashion Guerilla, the HKFG is an international program launched by FFF with the support from CreateHK in 2012 with a mission to bridge local talents to the international fashion scene. The program has been staged in different renowned fashion cities such as Paris, New York, Tokyo, Singapore, Beijing and Shanghai in previous years.

得到創意香港的支持，FFF於2012年推出HKFG計劃（前身為Hong Kong Fashion Guerilla），旨在連繫本地人才與國際時裝界。於過去幾年，計劃已在巴黎，紐約，東京，新加坡，北京和上海等不同知名時尚城市推行。

HKFG DUBAI 2018 HKFG 杜拜 2018

To tap the massive opportunities arising from the Belt and Road Initiative, HKFG extended its footprints to the Middle East region. Collaborated with Arab Fashion Week, HKFG made its first step at Dubai by bringing 8 fashion brands from FFF to the runway. The designers also shared their incredible gains from the Paris Fashion Week with business insiders and fashion lovers.

HKFG also launched the HKFG DUBAI 2018 Showcase for its first time last year, featuring the latest collections from FFF's outstanding fashion labels. With meetings with fashion buyers, media and experts from the creative industry, the showcase provided our designers with great opportunities for the exchange of ideas and design styles that stimulated their thinking about fashion design.

為了抓緊「一帶一路」倡議所帶來龐大機遇，HKFG將其足跡擴展至中東地區。HKFG與阿拉伯時裝周攜手合作，首次於杜拜舉行時裝表演，並將FFF的8個時尚品牌帶上舞台。FFF的設計師更與時裝界人士和觀眾分享於巴黎時裝周的豐富成果。

HKFG亦在去年首次於杜拜舉辦HKFG DUBAI 2018展會，除了展出多個FFF優秀時尚品牌的最新系列，展會亦為FFF的設計師提供與買家、媒體和創意產業專業人士進行設計交流的機會，激發了他們對時裝設計的想像。



FFFRIDAY 2018

FFFRIDAY 2018 is a creative project launched by FFF with an aim to connect local fashion designers and creative talents with the public. To bring innovation into the campaign, latest technology was injected into different programs, including the ambassador creation and Create Your Avatar exhibition. Fashion Presentation and Music Party X Yeti were also held to showcase rising home-grown fashion brands.

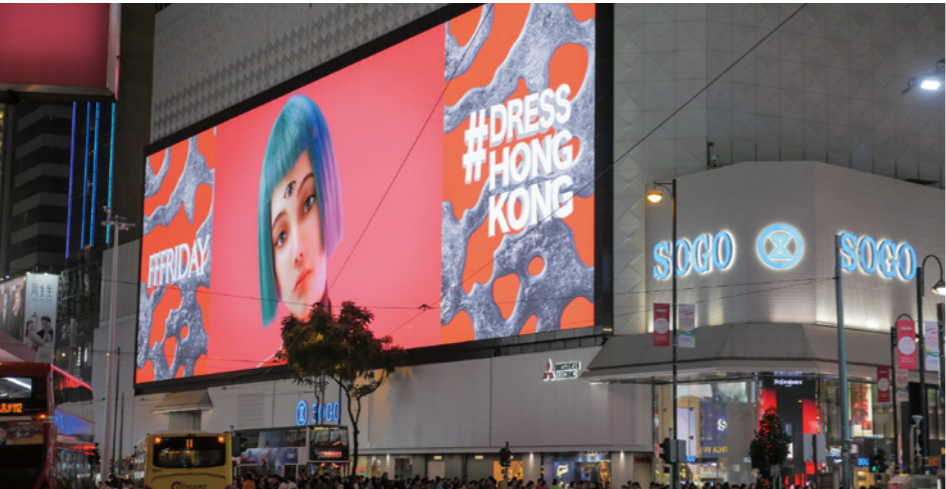
FFFRIDAY 2018 是由FFF推出的一個創意活動項目，旨在將本地時裝設計師和創意人才與公眾連繫起來。為了將創新元素帶入項目，FFFRIDAY 2018將最新的科技運用到不同活動之中，包括創作虛擬活動宣傳大使和Create Your Avatar展覽。項目亦舉辦了時裝展示和FFFRIDAY 音樂派對 X YETI，展出多個正在冒起的本地時裝品牌。

VIRTUAL 3D AMBASSADOR

虛擬3D活動宣傳大使

A virtual high-poly 3D model girl call FYNN was created as the ambassador of FFFRIDAY 2018. Her promotional video was broadcasted on SOGO and Langham Place LED screen to promote the campaign and Hong Kong's fashion.

FFFRIDAY 2018 以虛擬高模3D女孩FYNN作為活動宣傳大使。FYNN的短片曾於SOGO和朗豪坊電視屏幕上播放，以宣傳活動和香港時尚。



CREATE YOUR AVATAR

FFF introduced an interactive game and art installation called Create Your Avatar, in which participants can create their own virtual 3D rendering image styling with the latest collection items from Hong Kong designers.

To raise public awareness of Hong Kong fashion industry and to promote FFF's campaigns, the Create Your Avatar exhibition had toured across the city together with two inflatable head art installations designed by internationally acclaimed architect Manfred Yuen.

FFF推出了一款名為Create Your Avatar的互動遊戲和藝術裝置，玩家可以搭配不同香港設計師的最新設計單品，進行虛擬服飾試穿。

Create Your Avatar聯同由國際知名建築師阮文韜設計的充氣人頭藝術裝置在香港進行巡迴展覽，以提高公眾對香港時裝業的認識以及推廣FFF活動。

FFFRIDAY FASHION PRESENTATION
FFFRIDAY 時裝展示

FFFRIDAY Fashion Presentation turned Sham Shui Po area into the stage of presentation for six local brands, namely ANAÏS JOURDEN, DEADSEAS, KAYKWOK, OKOKOK, ROBERT RUN, and YAT PIT to showcase their latest collections.

Augmented Reality (AR) technology was used for the first time during the presentation to boost interaction with the audience. By installing a designated application on their mobile phones, visitors could view the state-of-the-art 3D special effects and videos on specific installations.

FFFRIDAY時裝展示將深水埗區變成六個本地品牌的展示舞台，包括ANAÏSWOURDEN、DEADSEAS、KAYKWOK、OKOKOK、ROBERT RUN和YAT PIT，展出他們最新的設計系列。

為了促進與觀眾的互動，活動更首次使用現實增強（AR）技術。觀眾可以在手機上安裝指定的應用程式，以在特定的裝置上看到特別的3D特效及短片。



FFFRIDAY MUSIC PARTY X YETI
FFFRIDAY 音樂派對 X YETI

The FFFRIDAY Music Party was co-organized by FFF and Yeti at H Code in Central to celebrate the fruitful result of the FFFRIDAY campaign. Renowned DJs were wearing fashion items designed by Hong Kong designers during their performances, showing their support to local fashion talents.

FFFRIDAY音樂派對由FFF和Yeti在中環 H Code 共同舉辦，以慶祝FFFRIDAY活動取得豐碩成果。著名的DJ們在演出期間穿上香港設計師的時裝單品，表達了對本地時裝人才的支持。



Secretary for the Commerce and Economic Development Bureau, Mr Edward Yau also attended the event to show the government's support on the development of local fashion industry.

商務及經濟發展局局長邱騰華先生亦出席是次活動，以展示政府對本地時裝業發展的支持。

LOOKING TO THE FUTURE

展望將來

The “15-year Sustainability Plan” has come to its third year. To increase the sustainability of our corporate social responsibility (CSR) framework, we have actively incorporated two elements, namely Innovation and Creativity, into our CSR action plans. A wide range of new strategies and measures covering environmental protection, people development, and community engagement has been developed and we noticed a great improvement across all business units.

In terms of manufacturing, new technologies have been introduced into facilities in Mainland China, Vietnam, Myanmar, and Bangladesh, reducing over half of our regular energy usage. New policies have also been adopted in chemical control, emission reduction, and efficiency enhancement to ensure the sustainability of our production line. Meanwhile, along with the implementation of the Belt and Road Initiative, new development strategies and expansion plans are under formulation in order to tap the enormous opportunities brought by the policy.

For talent development, we have introduced our new learning momentum and newly designed internal training programs to foster the application of innovation and creativity in the workplace. Top and senior management have also demonstrated strong commitment to implementing innovation in the company through different sharing sessions and workshops.

Besides, we have also put strong emphasis on community engagement as the core focus of our CSR framework. Ride on the proven success of our Creating Shared Value (CSV) model, we aim to build a greater social momentum and will continue collaborating actively with different entities who share the same vision with us — developing a platform to connect different stakeholders together.

With our continuous efforts, more and more institutions have recognized our CSV vision and we are delighted to see more organizations have adopted similar models in their operational practices. Going forward, promoting CSV across the city and the region will continue to be one of our core CSRS missions.

Eyeing on the future, LAWSGROUP will continue dedicating efforts in enhancing its business practices and engagement with our community. We aim to incorporate this mindset as part of our Corporate Culture, as part of our heritage, and to promote this in our society from an innovative approach.

LAWSGROUP CSRS Committee

「十五年可持續發展計劃」已經踏入第三年，為提高企業社會責任（CSR）框架的可持續性，我們積極將「創新」和「創造力」兩個要素納入我們的企業社會責任行動計劃，並制定了一系列涵蓋環境保護，人才發展和社區參與的新策略和措施，而各個業務部門亦因而出現重大改善。

在製造業務方面，我們將新技術引進位於中國內地、越南、緬甸和孟加拉的廠房，減少超過一半的恆常能源消耗，並於化學品管制、減排和提高效率方面採用新政策，以確保生產線的可持續發展。同時，隨著「一帶一路」倡議的逐步落實，我們正制定全新的發展策略和擴張計劃，以抓緊政策帶來的龐大機遇。

在人才發展方面，我們推出了全新學習動力和全新設計的內部培訓課程，鼓勵員工於工作上發揮創意和創新意念。管理層及高級員工亦於不同的分享會和研討會上，展示在公司實施創新的決心。

此外，我們亦非常重視社區參與，並視此為我們企業社會責任框架的核心。憑著我們「創造共享價值（CSV）」模式的成功，我們銳意建立更大的社福動力，積極與我們有著相同願景的團體合作，發展一個能與各持份者緊扣的平台。

我們不斷的努力亦令更多團體認識到羅氏集團的CSV理念，我們高興看到越來越多機構採納相近的營運模式。於未來我們將繼續在香港和其他地區推廣CSV，並視為我們企業社會責任及可持續發展的其中一個重要使命。

放眼未來，羅氏集團將繼續致力改善其營運模式及加強社區參與，將此理念併入羅氏集團的企業文化，成為我們的傳統，並把這訊息以創新的方法推廣到社區。

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
羅氏集團官方網站



LAWSGROUP CSRS Report 2018/19
羅氏集團企業社會責任及
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