CORPORATE SOCIAL RESPONSIBILITY & SUSTAINABILITY REPORT 2021/22

企業社會責任及可持續發展報告
2021/22

LAWSGROUP
羅氏集團

PROLOGUE AND BACKGROUND	**引言及背景**	
About This Report	關於本報告	1 - 2
CEO's Statement and The 15-year Sustainability Plan	行政總裁致詞及十五年可持續發展計劃	3 - 4
Company Background	公司背景	5 - 10
Our CSRS Missions	企業社會責任及可持續發展使命	11
Core Strategic Aims	策略目標	12
MINIMIZING ENVIRONMENTAL FOOTPRINT	**減少環境足跡**	
APPAREL MANUFACTURING	服裝製造	
About LAWSGROUP Manufacturing	關於羅氏製造	15 - 17
Laws Knitters	羅氏針織	18
Annual Overview	年度概覽	19
Environmental Measures	環保措施	20 - 23
Awards and Accolades	獎項及認證	24
PROPERTIES	地產業務	
About LAWSGROUP Properties	關於羅氏地產	25 - 26
Featured Projects	特色項目	27 - 30
Anti-Epidemic Measures	抗疫措施	31
Smart Buildings	智慧建築	32
Awards and Accolades	獎項及認證	33 - 34
COMMITTING TO THE PEOPLE AND WORKPLACE	**對人才及工作環境的承諾**	
Corporate Core Values	集團核心價值	37 - 38
Human Capital Strategy	人力資本策略	39 - 40
Laws Academy	羅氏學院	41 - 42
Innovation and Creativity	創新與創造力	43 - 44
Commitment in Driving Design Thinking	全力推行設計思維	45 - 48
Commitment in Driving Positive Energy	推動正能量	49
Internal Trainings	內部培訓	50 - 52
Qualifications Framework	資歷架構	53
Commitment to the Workplace	對工作環境的承諾	54
Diversity and Inclusion	多元與共融	55 - 56
Fight The Virus	齊心抗疫	57 - 58
Diversified Workforce	多元化勞動力	59
Awards and Accolades	獎項及殊榮	60 - 62
INVESTING IN THE COMMUNITY	**貢獻與建設社區**	
D2 PLACE	**D2 PLACE**	
About D2 Place	關於D2 Place	65 - 66
Annual Overview	年度概覽	67
The Entrepreneurship Model	初創企業模式	68 - 74
Creating Shared Value	創造共享價值	75 - 78
Festive Events and Public Enjoyment	節日活動及公眾娛樂	79 - 82
Made in Hong Kong	香港掂檔	83 - 86
Building a Better Community	建設美好社區	87 - 90
ENGAGE WITH THE COMMUNITY	**投入社區**	
CORPORATE VOLUNTEER PROGRAM	企業義工計劃	93 - 98
FASHION FARM FOUNDATION	**FASHION FARM FOUNDATION**	
About Fashion Farm Foundation	關於Fashion Farm Foundation	99 - 101
Core Programs	重點項目	102 - 112
EPILOGUE	**結語**	
Looking to the Future	展望將來	113 - 114

ABOUT THIS REPORT

ABOUT THIS REPORT

關於本報告

LAWSGROUP has been proactively implementing sustainable development in its businesses and corporate plans, and has taken concrete steps in fulfilling its commitment to environmental protection for decades. As a multinational conglomerate, the Group accords the highest priorities to caring for society, nurturing human resources, and repaying community among its corporate objectives.

As we enter Stage Two of our Group's 15-year Sustainable Development Plan, various sustainable strategies will be progressively promoted and executed through four main business departments and amongst our staff.

This report provides a summary of the major activities and accomplishments of our sustainability development strategies in 2021/2022, spanning the departments of Manufacturing, Property & Investment, and Retail & Branding. It also outlines the Group's future development directions and long-term corporate social responsibility plans.

"Blooming to success" is the theme of this year, echoing the Group's core value in sustainable development and our "1.5°Campaign". Featuring a vivid landscape painting with our corporate color in various shades of blue and green, the report cover reflects the Group's vitality, creativity and heritage, as well as our steadfast commitment to environmental protection and readiness to take challenges.

For further information on LAWSGROUP, please visit **www.lawsgroup.com**.

羅氏集團一向重視可持續發展，更積極將該意念融入集團不同業務及發展方向，身體力行貫徹對環境保育的承諾。作為一家國際企業，集團深信關懷社會、人才發展和回饋社會方面同樣是集團目標的重中之重。

踏入「十五年可持續發展計劃」的第二階段，集團透過四個業務部門逐步實踐及推動各種創新的可持續發展方案，並將綠色倡議傳遞至員工層面。

本報告概述集團各個業務部門，包括服裝製造、地產發展及投資，及零售及品牌發展於2021年至2022年實行可持續發展的策略及成果，同時簡述集團未來業務發展方向及企業社會責任的長遠計劃。

今年報告的主題為「萬木爭榮」，以呼應集團可持續發展的核心策略及「1.5°C計劃」。封面設計以深淺不一的綠色和藍色色塊，配合企業形象的深藍色，勾勒出一幅生機勃勃的畫像，寓意秉承集團的活力、創意及傳統，積極保護環境並面對多變的挑戰。

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

As we stepped into 2021, the world was still buffeted by the COVID-19 pandemic and extreme weather as experienced in different places. Global warming has severely damaged the ecosystem, with rising temperatures triggering a vicious circle in increased energy consumption, not to mention the uncertainties brought about by complications in the global economic and political scenes. As a conglomerate with businesses spanning Manufacturing, Property & Investment and Retail & Branding, we see it as our duty not only to protect the environment and engage in sustainable development and corporate social responsibilities, but also to assume a leading role in promoting creativity and flexible development.

LAWSGROUP's 15-year Sustainable Development Plan commenced in 2016 along a number of mid and long term goals. We have now entered Stage Two of the Plan, notching up encouraging results in various areas of our business, and received acknowledgement and different awards. In alignment with 'The United Nations Framework Convention on Climate Change' and 'Hong Kong's Climate Action Plan 2050', we have gone one step further by launching "1.5°Campaign", with a view to help achieve the goal of limiting global temperature rise to no more than 1.5°C.

The protracted epidemic has served to strengthen our resolve and flexibility. Aside from safeguarding the health and wellbeing of our staff, business partners, and customers, the Group has adapted well to the 'new normal', and at the same time spared no effort in tapping into our ingenuity, making adjustments where necessary, and exploring new opportunities outside traditional markets. In the area of human resources management, the Group has continued to promote the use of 'Design Thinking' in tackling challenges, and our 'Human-Centric' concept in nurturing staff's creativity and adaptability.

In keeping abreast of changes in the market, and enabling various businesses to transform and adjust their operations, the Group has continued to invest in new technologies, including automated manufacturing, logistics technology, 5G IoE, smart technologies, green buildings, and even extending to virtual assets and Metaverse, in order to lift cost-effectiveness and revolutionise businesses. We have put our heart and soul into revamping our half-century-old brand of Laws Knitter by setting up our own production line in Hong Kong. In spearheading Hong Kong's re-industrialisation efforts, we hope to not only preserve our invaluable traditional craftsmanship, but also explore new opportunities.

The Group remains committed to Creating Shared Value (CSV) by nurturing the development of a diverse and harmonious community, optimising the network of different sectors, and facilitating online and offline synergies to open up opportunities for local brands and young entrepreneurs. We are pleased to note that the CSV concept is starting to take root in the community, and receiving increased attention, recognition, and adoption by various business sectors, with the hope that it will bring about even more benefits through closer business-community collaborations.

Adverse times bring out the best in our Group, as we rally to face challenges that come our way. I am fully confident in the efforts and results of our sustainable development going forward.

踏入2021年，世界各地仍然受著新冠疫情和極端天氣等影響，全球暖化嚴重破壞生態環境，氣溫上升增加能源消耗促成惡性循環，環球經濟及政治等因素亦持續帶來不明朗影響。羅氏集團作為一家同時營運製造業、地產和品牌零售的企業，除了肩負環境保護、可持續發展和社會企業責任，更擔當起推動業界創新和靈活發展的角色。

集團於2016年開展「十五年可持續發展計劃」，訂立多個中長期目標。經歷六個年頭至今已踏入計劃的第二階段，各業務於不同範疇取得令人鼓舞的成績，亦獲得多個獎項和認證。有見計劃順利進行，我們將眼光和目標定得更高，今年集團決定響應聯合國氣候變化綱要公約，以及《香港氣候行動藍圖2050》，推出「1.5°C計劃」，重新審視和制定集團內多個減低碳排放、節省能源消耗和提升能源效益的準則，以望協助達成將全球溫度升幅控制在攝氏1.5度以內的目標。

超過兩年的疫情亦加快集團內的積極性和靈活性，除了保障員工、生意夥伴和客人的健康安全，集團上下在適應「新常態」的同時亦竭力創新求變，進退兼備，開拓傳統市場以外的視野和商機。以「設計思維」靈活運用不同的解決方案，「以人為本」多方面培育具創意和應變力的人才。

為了緊貼市場變化，加快各業務升級轉型，集團不斷積極投放資源於自動化生產、物流科技、5G萬物互聯、智慧技術、環保建築、甚至虛擬產業和元宇宙等多方面發展，推動效益和業務革新。我們更悉心重新打造近半世紀的品牌——「羅氏針織」，於香港自設生產線，牽頭推廣香港再工業化，致力保留承傳寶貴的傳統技藝，亦同時促成香港發掘新工業商機的契機。

在疫情打擊下，香港各行各業面對前所未見的困境，集團依舊致力以「創造共享價值(CSV)」鞏固多元和諧文化社區，善用各業務的網絡，撮合各種線上線下的合作，為香港品牌和年輕人製造機會。羅氏集團樂見「創造共享價值」的理念日漸滲透社會各階層，並獲不同企業採納、認同和重視，期盼能為整個社會帶來更多「商社共生」的效益。

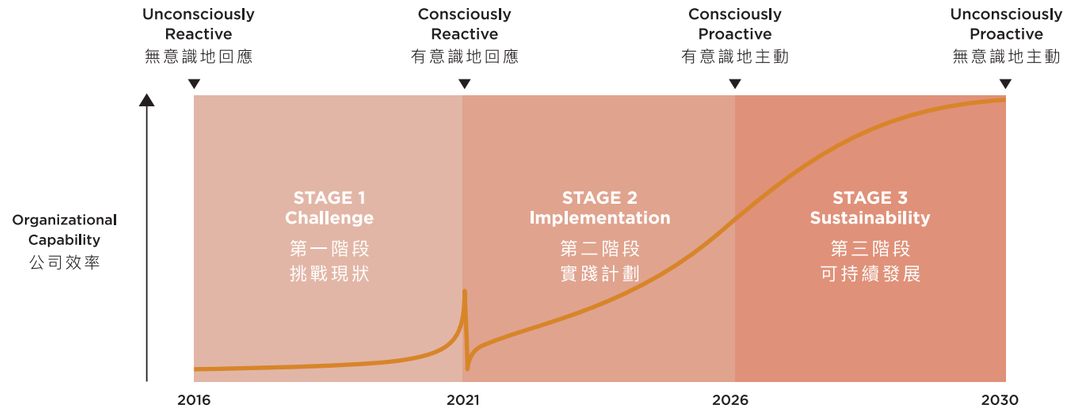
動盪的逆境啟發了集團，讓各個團隊發揮潛力，迎難而上，克服面前的困難。我對集團內上下充滿信心，並展望將來於不同領域發揮可持續發展的成效。

Bosco Law
羅正杰

CEO'S STATEMENT AND THE 15-YEAR SUSTAINABILITY PLAN

> "Sustainability is a long-term commitment which also presents growth opportunities."
>
> 「可持續發展不單只是一個長遠承諾，同時亦為業務帶來增長機會。」

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



Phased Action Plan 分階段行動計劃	To review and revisit current sustainability plan, policies and facilities. Addressing and preparing for future needs, management team determines a new sustainability vision, targets, measures and policies, and sets up initiatives for staff to follow.	"Sustainability Consciousness" is inculcated in staff. The Group refines goals and gradually relinquishes central control to business units, and technology application is a key factor of sustainability plan.	All staff is equipped with a sustainability mindset and the ability to self-initiate different actions, while maintaining technology as a main driver for the sustainability plan.
	集團審視現有企業社會責任之計劃、政策與設施，並按照未來所需，由管理層制定新的企業社會責任願景、目標、措施與政策，再推行不同計劃供員工實行。	「可持續發展」的意識已全面滲透至員工層面。集團優化目標後，由業務部門直接自發研究和執行，亦會納入科技為可持續發展計劃的核心元素。	所有員工都具備「可持續發展」的意識，可以自行推動不同措施，而科技在可持續發展計劃中繼續擔演不可或缺的角色。

Vernacular
簡單闡明

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

* Adapted from the research model by Christoph Lueneburger and Daniel Goleman published in "The Change Leadership Sustainability Demands" May 17, 2010, MIT Sloan Management Review

COMPANY BACKGROUND
公司背景

LAWSGROUP
羅氏集團

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 45 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 fashion and lifestyle boutique chain, development and management of Intellectual Properties, Shopping Malls, Office Buildings, Parking Lots, Co-working Spaces, and other global investments.

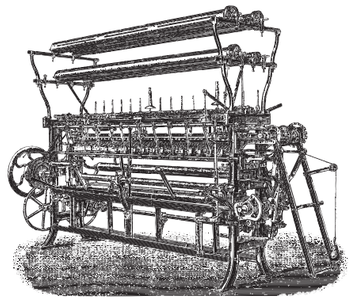
LAWSGROUP currently employs more than 20,000 staff, with offices, factories and retail shops around the world.

羅氏集團創立於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四十五年。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20,000名員工，分佈於全球多個辦公室、廠房及零售商舖。

www.lawsgroup.com



THE LAWSGROUP BRAND

羅氏集團品牌

The LAWSGROUP Brand is created with the following key and distinctive elements for effective brand identities and consistency.
羅氏集團品牌主要由以下鮮明的元素組成，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

hit
(a LAWSGROUP initiative)

LOGOMARK 標誌

THE SEAL 羅氏蓋章

MASTERBRAND 主品牌

LAWSGROUP 羅氏集團

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

LAWSGROUP 羅氏集團

APPAREL MANUFACTURING
服裝製造

- LAWSGROUP MANUFACTURING | 羅氏製造
- LAWSGROUP TEXTILE | 羅氏紡織
- LAWSGROUP KNITTING | 羅氏針織

RETAIL & BRANDING
零售及品牌發展

- LAWSGROUP RETAIL & BRANDING | 羅氏品牌
- D2 / D2 ONE / D2 TWO
- THE BARN
- 集作 SAAPPI
- gaTe
- 羅氏針織

PROPERTY & INVESTMENT
地產發展及投資

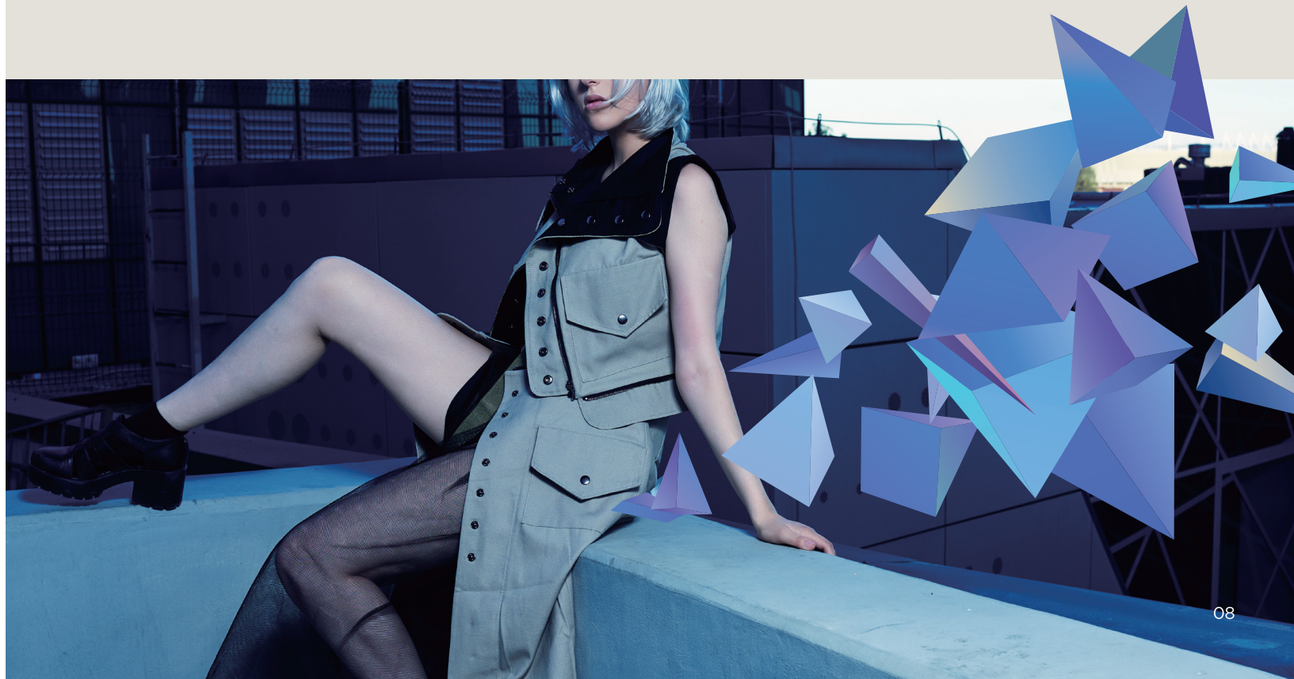
- LAWSGROUP PROPERTIES | 羅氏地產
- EAGLE'S EYE PROPERTY MANAGEMENT
- BONKY PARKING MEMBER OF LAWSGROUP

CSR & SUSTAINABILITY
企業社會責任及可持續發展

- LAWSGROUP CHARITY | 羅氏集團慈善基金
- FASHION FARM FOUNDATION
- 青年研創

**Lawsgroup Charity Fund is FFF's Founding Patron*

bossini · LYCHEE & FRIENDS · POWER PLAY · hoopla



The LAWSGROUP Seal
羅氏蓋章

In celebration of the 45th anniversary of LAWSGROUP, The Group has created a unique seal in 2020 to mark the significant occasion. The seal incorporates heritage and historical elements of LAWSGROUP including a stallion, a tortoise, a lightning, a fisherman, a cotton tree, and knit edges, all placed around The Group's logo. The elements respectively symbolize progression, team spirit, resilience, prosperity and calmness which are The Group's vision, passion and ambition for the present-day and the future as well.

Most importantly, the seal itself is dedicated by the concerted efforts from three generations of the Law's. In the forthcoming years, it will be adopted and put in presence at our business premises, collaterals and events, as a symbol of the Group's legacy.

2020年，羅氏集團特意於成立45週年製作羅氏蓋章，以慶祝集團週年誌慶及過往多年之成就和對社會的貢獻。羅氏蓋章包含龜馬神獸、打雷及漁夫收網、英雄樹、蓋章針織外圈及羅氏菱形標誌等多個圖案，分別象徵穩健求勝、不忘進取、分工合作、團隊精神、堅毅、代代傳承、繁榮昌盛及沉著鎮定，同時代表集團對現在及將來的願景、熱情及抱負。

羅氏蓋章彰表羅氏三代的產業和成就，蓋章將會陸續展示於集團旗下的各幢大廈、活動及刊物等，作為集團精神的一個象徵。

BUSINESS OVERVIEW
業務概覽

1 VISION
一個願景

20,000+ STAFF WORLDWIDE
全球超過二萬名員工

4 CORE BUSINESSES
四大業務

SINCE **1975**
創自一九七五年

15 COUNTRIES & REGIONS
十五個國家及地區

∞ PASSION
無限熱誠

1.5°CAMPAIGN
1.5°C計劃

Climate change is no doubt one of the most pressing global issues. To spearhead the fight against global warming in the industry, The Group has rolled out the "1.5°Campaign", aiming to help achieve the goal of limiting global temperature rise to no more than 1.5°C, and at the same time promote a green lifestyle.

All new property development projects will be adopting different international green standards, and smart and green technologies. Starting from 2022, different existing properties and manufacturing factories will be undergone green assessments, together with infrastructure upgrade and renovation, with the objective to effectively reduce energy consumption and carbon emission in a long run.

氣候變化無疑是全球最迫切的議題之一，為牽頭帶動業界抵抗全球暖化，集團推出了「1.5°C計劃」，旨在協助達成將全球溫度升幅控制在攝氏1.5度內的目標，同時推廣綠色生活。

集團的所有建築項目將陸續採納各項國際環保標準及智慧綠色科技。由2022年開始，集團旗下的建築項目及製造業廠房亦會進行環保評估、產能升級及翻新工程。集團希望藉著上述工程能有效長遠減低能源消耗及碳排放。

1.5°C
THE LAWSGROUP 1.5°CAMPAIGN

for a greener and better future

TOGETHER FOR A BETTER FUTURE

OUR CSRS MISSIONS
企業社會責任及可持續發展使命

LAWSGROUP has always regarded Corporate Social Responsibility (CSR) and sustainable development as two indispensable elements in its business concepts and core values. The execution of our sustainable development revolves around four major areas: environmental protection, upgrading working environment, community participation, and innovation. It also devises strategies to reduce the impact on the environment, nurture and develop talents, and reinforce community participation.

Based on its long term sustainable development strategy, the Group successfully obtained a green loan from HSBC, and utilize the fundings on more energy-efficient technology or equipment in garment manufacturing, switch to a more advanced management system, and explore other new options. As a result, it was able to reduce energy and water usage, lift productivity whilst complying with environmental standards, and improve air quality, with effective management of chemicals and waste materials. The Group is also dedicating a lot of efforts and sources in developing eco-friendly and smart properties accordingly to different global standards. To help control global warming and reduce carbon footprint, the Group has implemented environmental protection measures in its commercial properties, such as using heat-resistant concrete, employing colorful external wall finishing for more rapid heat dissipation, and setting internal room temperature at 25.5°C to reduce energy consumption. A rooftop farm is also set up at D2 Place, boosting the mall's green credentials and promoting locally grown vegetables and low-carbon diet.

LAWSGROUP is fully cognizant with the importance of investing in the next generation. Since the establishment of its first charitable foundation in 1987, it has dedicated more than US$ 40 million to establishing schools and scholarships, not only in Hong Kong, but also in mainland China and abroad. It has also sponsored a multitude of charity projects in support of the development of local arts, culture, design, creativity and innovation. In recent years, LAWSGROUP has placed Creating Shared Values (CSV) at the core of its Corporate Social Responsibility and sustainable development strategies. It has worked diligently to spread the concept to the entire community with a view to call for collaborative efforts from different stakeholders and entities to power long term and sustainable development. With the pandemic wreaking havoc all over the world in the last two years, sustainable development has gained added significance as a common problem of concern. By pursuing sustainable development, the Group has been able to more effectively handle any circumstances, maintaining a steady operation and growing its business. LAWSGROUP will continue to explore all avenues to upgrade its sustainable development and community work, in readiness for any changes in the post-pandemic era.

羅氏集團向來視企業社會責任(CSR)和可持續發展為集團的業務理念及企業核心價值中兩個不可或缺的元素。我們實踐可持續發展承諾的過程圍繞著四個關鍵範疇：環境保護、提升工作環境、社區參與及創新，並針對減低環境影響、積極培育及發展人才以及加強社區參與等目標，制定重點策略。

憑著集團訂定的一套長遠可持續發展策略，集團獲滙豐銀行發放可持續發展綠色貸款，積極使用更高能源效益的服裝製造技術或設備、升級管理系統以及探索新方案，減少消耗能源及用水，在符合環保標準的前提下提高生產效率。同時改進空氣質素、化學品控制和廢物管理等方面。集團同時銳意發展環保商廈及智慧建築，更獲全球最廣泛應用的環保建築物評核系統認可；另一方面積極透過房地產業務推行控制全球升溫攝氏1.5度及降低碳足跡措施，在旗下商廈實行多項環保舉措，例如採用隔熱耐力高的環保石屎，以散熱較快的鮮艷色彩粉飾外牆，及把室內空調設在攝氏25.5度，以節省能源的方式控制室溫。此外，集團也藉D2 Place天台農場，增加商場綠化面積，同時推廣本地種植鮮蔬及低碳飲食。羅氏集團也瞭解投資於下一代的重要性。自1987年集團成立首個慈善基金以來，不僅已在香港、中國和海外投放超過4,000萬美元興建學校和設立獎學金計劃，也開展多個慈善項目，促進本地藝術、文化、設計、創造力和創新方面的發展。

近年來，羅氏集團將「創造共享價值」(CSV)納為企業社會責任和可持續發展策略的核心，並竭力於整個香港推廣這個理念，務求聯繫不同持分者和群體，通力合作為長遠可持續發展創造更大的社會動力。過去兩年，疫情反覆地影響全世界，可持續發展作為全球議題變得日漸重要。履行可持續發展讓我們能夠靈活應對突發情況，同時保持穩定運作和使業務增長。羅氏集團將繼續探尋各種可能性，改良我們的可持續發展框架及社區工作，早日預備迎接後疫情時代帶來的變化。

CORE STRATEGIC AIMS
策略目標

MINIMIZING
Environmental Footprint

減少環境足跡

INNOVATING
for the Future

為未來改革創新

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

MINIMIZING ENVIRONMENTAL FOOTPRINT

減少環境足跡

MINIMIZING ENVIORONMENTAL FOOTPRINT

ABOUT LAWSGROUP MANUFACTURING

LAWSGROUP TEXTILE | 羅氏紡織

LAWSGROUP KNITTING | 羅氏針織

ABOUT LAWSGROUP MANUFACTURING
關於羅氏製造

LAWSGROUP Manufacturing is one of the leading apparel manufacturers in the world. With manufacturing plants in China, Vietnam, Myanmar, and Bangladesh, the total annual production capacity is over 208,000,000 pieces.

LAWSGROUP Manufacturing is certified with the ISO 14001 Environmental Management System.

It is also awarded with World Wide Fund for Nature (WWF) Low Carbon Manufacturing Programme (LCMP) Platinum, as well as other international accolades such as SGS SA 8000, GOTS, GSV, SQP, WCA, and ISO 9001 for its efforts in chemical control, fire and structural safety, protection against children labour, and more.

羅氏製造是全球服裝製造業的翹楚之一，現時於中國、越南、緬甸及孟加拉設有生產基地，年產量高達208,000,000件。

羅氏製造獲得環境管理系統ISO 14001國際認證，同時獲世界自然基金會（WWF）頒發低碳製造計劃（LCMP）最高級別的鉑金獎，以及其他國際標準認證，包括SGS SA 8000、GOTS、GSV、SQP、WCA以及ISO 9001等，在化學品之管制、消防與結構安全，以及禁止僱用童工等政策的表現備受肯定。

NEW DEVELOPMENT PLAN IN APAC
亞太地區發展新計劃

To tap into enormous opportunities arising from the "Belt and Road" Initiative, LAWSGROUP Manufacturing has been actively expanding its supply chain network across Southeast Asia since 1975, with factories and offices set up in Mainland China, Vietnam, Myanmar, and Bangladesh, and, in the process, bolstering the infrastructure and labour force of the region.

To enhance the Group's presence in the region and to lift production capacity, a new factory has been established in Myanmar, which will strengthen the Group's Internet of Things (IoT) network, and drive supply chain visibility and connectivity to gain a distinct advantage in the industry. The new manufacturing plant will also create synergy with other existing plants, enhancing the overall productivity and flexibility.

In line with LAWSGROUP's long term sustainability strategies, the new factory will be equipped with the latest facilities and technology, such as new sewing and cutting machines, automatic hanger system, sewage treatment system, steam recycling system, and more. The new equipment not only helps reduce production cost and energy consumption, but also greatly improves overall productivity.

The pandemic has brought unprecedented challenges to the global fashion industry. In response to the ever-changing business environment, the team will keep a close eye on industry trends and adjust the production strategies accordingly to maintain a competitive edge in the market.

為抓緊「一帶一路」倡議所帶來的龐大機遇，羅氏製造自1975年起積極於東南亞地區擴充生產網絡，先後於中國、越南、緬甸和孟加拉設立廠房和辦公室，同時加強當地的基礎設施和人力生產資源。

為擴大在地區的影響力並提高產能，集團在緬甸開設新廠房，加強我們的物聯網（IoT）網絡，提高供應鏈的可見性和連接性，從而在行業中獲得領先優勢。廠房亦會與其他現有的生產基地產生協同效應，提升整體生產效率及彈性。

而配合集團的可持續發展策略，新廠房將配備先進設施和技術，包括新型縫紉機及全自動裁床、自動吊掛系統、污水循環系統、蒸汽回收系統等等。新設備不但有效減省生產成本和能源消耗，亦大大提高生產效率。

疫情為全球時裝業帶來前所未有的挑戰。為應對不斷變化的營商環境，團隊會不斷審視行業走勢並調整生產策略，以保持於全球市場的競爭優勢。

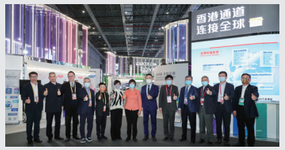
ABOUT LAWS KNITTERS

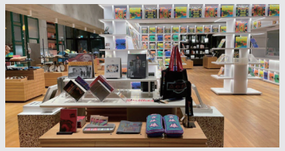
羅氏針織 LAWS KNITTERS

羅氏針織

Laws Knitters aims to become a global leader and trendsetter for knit products and knit art by promoting the heritage of local craftsmanship and facilitate the development of manufacturing industry through reindustrialisation and rebranding. The brands serves as a one-stop solution for knit products, it offers creative design, branding, and marketing services, LAWS KNITTERS aspires to pass down traditional and authentic craftsmanship to support designers and individual brands, as part of the 'Business for social good' initiatives.

以熱誠、技藝及創意宣揚及傳承羅氏針織的傳統針織工藝，推動「再工業化」傳統服裝製造業升級，重塑品牌形象，並矢志成為世界頂尖的織造產品集團，引領國際潮流。作為一站式針織品生產平台，品牌為客戶提供創意設計及品牌市場推廣服務，促進藝術與針織工藝的融合拓展，以傳承技藝並藉支持設計師與獨立品牌達致「商社共生」。





CORE SERVICES
核心服務

With the state-of-the-art knitting technology, creativity and passion and an in-house team equipped with years of expertise and experience, Laws Knitters is able to serve as a one-stop solution for knitted products and brand creation & development, personalized manufacturing (reindustrialization in Hong Kong) and facilitation for art & cultural development. As one of the pioneers in promoting reindustrialization and cultural development, Laws Knitters launched a collaboration with M+ Museum and Yarn Bombing@SSP with hoopla in 2021.

羅氏針織靈活運用新織造技術、憑藉超過五十年的專業和經驗，同時與創新並充滿熱誠的自家工匠及設計團隊緊密合作，提供一站式優質針織產品生產方案、品牌創造及發展、個性化生產(香港再工業化)及促進藝術及文化發展。作為其中一位鼓勵本地再工業化及文化發展的先行者，羅氏針織於2021年分別與M+博物館推出合作項目及與本地針織品牌hoopla舉辦Yarn Bombing@SSP。

ANNUAL OVERVIEW

年度概覽

-21%

Reduced 減少排放

11K

Metric Tonnes of CO_2e Emissions

公噸二氧化碳當量 (CO_2e)

while produced goods are increased by 同時提升產量 **21%**

-15%

Saved 節省

16,800,000KWh

of Energy Use 千瓦小時的用電量

Reduced 減少

360,000 m^3

of Water Use 立方米用水

-27%

-10%

Conserved 節約

60,000 m^3

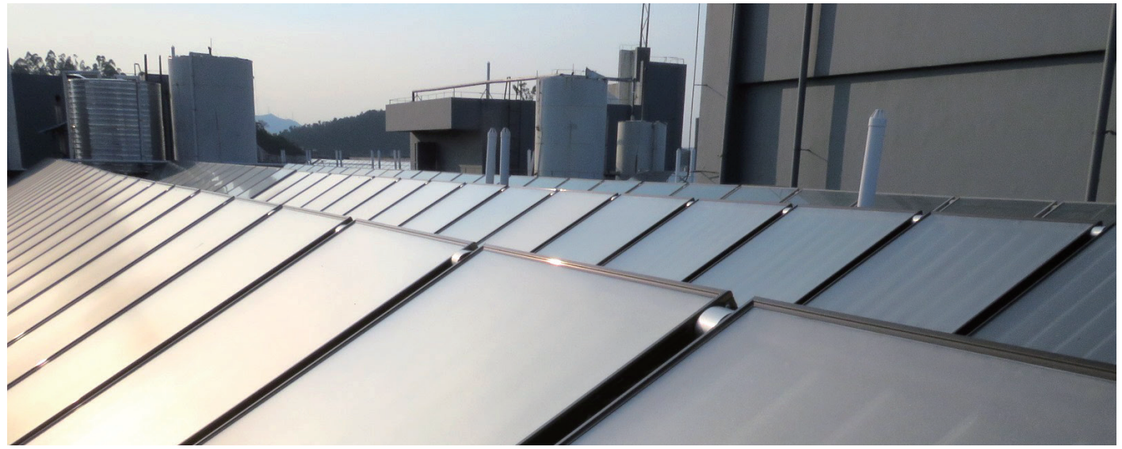
of Natural Gas 立方米天然氣用量

ENERGY CONSERVATION AND EFFICIENC

能源節約及效益

LAWSGROUP Manufacturing strives to reduce energy consumption and greenhouse gases emission in the production process. In addition to machinery and equipment upgrades, new energy-saving measures have also been adopted in its facilities, enhancing the overall performance in energy efficiency.

羅氏製造致力在生產過程減少能源消耗及溫室氣體排放。除升級生產機器和設備外，廠房亦採用了嶄新的節能措施，從而提高我們在能源效率方面的整體表現。



WATER CONSERVATION AND RECYCLING
節約用水及循環再用

As an industry pioneer, LAWSGROUP Manufacturing has actively adopted new technologies and invested in infrastructure to manage water resources effectively. Water-processing equipment and wastewater treatment systems are upgraded in order to maximize the use of recycled water and reduce water consumption in its production line.

作為行業先驅，羅氏製造積極採用嶄新技術，並投資於基建設施，令水資源得到有效管理。我們升級用水處理設備和污水處理系統，從而增加使用循環水，減少生產線的用水量。

RESOURCES CONSERVATION AND EFFICIENCY
資源節約及效益

LAWSGROUP Manufacturing has taken steps to minimize carbon footprints by adopting a multi-pronged approach, such as replacing boiler fuel with natural gas and biofuel, installing solar panels, and fully upgrading general lighting system.

羅氏製造積極採取不同措施，多管齊下減少碳足跡，包括將鍋爐燃料更換為天然氣和生物燃料，安裝太陽能電池板及全面升級一般照明系統。

IMPROVING PRODUCTIVITY
提升生產力

Newly adopted automatic machines and systematic management policies have raised the overall production efficiency and accuracy, while reducing production time, manpower, and yield loss.

全新引入的自動化機器和系統化管理策略有效提高整體生產效率及準確度，同時減少生產時間、人力和生產損耗。

ECO-FRIENDLY DYEING AND WASHING MACHINES
引入環保染洗機

To spearhead the fight against climate change in the industry, The Group has rolled out the "1.5°Campaign" this year. MAXIMUS, LAWSGROUP Manufacturing's newly set up dyeing and washing mill in Hanoi, Vietnam, has introduced the advanced dyeing and washing machines to enhance its environmental performance. The machines are effective in reducing water and steam consumption by 30%, lowering chemicals by 20%, and improving production efficiency by 30%, helping to build a sustainable fashion ecosystem.

為牽頭帶動業界抵抗全球暖化，集團於年內推出了「1.5°C計劃」。羅氏製造旗下於越南河內新成立之染洗廠房MAXIMUS，特意引入了先進染洗機，以提升環保效能。該款染洗機有效節省用水及蒸汽達30%、減少化學品達20%，同時提升生產效率達30%，有助構建可永續的時裝生態圈。

AWARDS AND ACCOLADES 獎項及殊榮

For years, LAWSGROUP Manufacturing has dedicated efforts and resources in enhancing the working environment and fulfilling different international sustainability standards, for which it has been recognized with different awards and accolades.

多年來，羅氏製造一直投放資源以優化工作環境，並致力符合不同的國際可持續發展標準，獲發多個獎項與認證。

OEKO-TEX® CONFIDENCE IN TEXTILES STeP

SYSTEM CERTIFICATION SA 8000 SGS

CERTIFIED COMPANY HKQAA

GLOBAL ORGANIC TEXTILE STANDARD GOTS

OEKO-TEX® CONFIDENCE IN TEXTILES STANDARD 100

LCMP PLATINUM WWF LOW CARBON MANUFACTURING PROGRAMME

Q CERTIFIED COMPANY HKQAA ISO 9001 : 2015 Certificate No.: CC 5525

WORLDWIDE RESPONSIBLE ACCREDITED PRODUCTION WRAP

Global Recycled Standard

BSCI Business Social Compliance Initiative

ORGANIC 100 Content Standard ORGANIC BLENDED Content Standard

Higg Index

ABOUT LAWSGROUP PROPERTIES

關於羅氏地產

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

LAWSGROUP Properties is a conservation pioneer in Hong Kong. As one of the first developers to participate in the government's "Industrial Building Revitalization Scheme", it is a forerunner in revitalizing industrial buildings into commercial premises. In recent years, LAWSGROUP Properties has launched different redevelopment projects in Hong Kong, including Connaught Marina in Sheung Wan, KTR 350 in Kwun Tong, 822 Lai Chi Kok Road in Lai Chi Kok, and more.

自八十年代起，羅氏地產不斷擴充及多元化其業務發展，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。

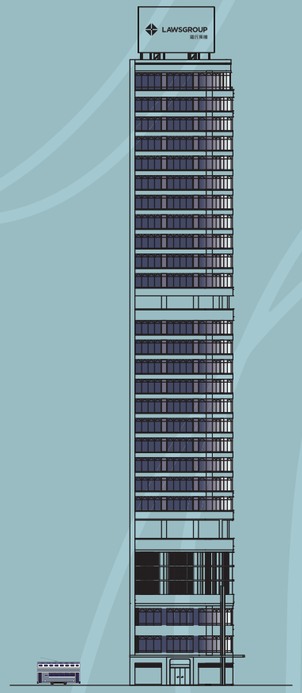
羅氏地產亦是香港保育及活化工廈的先驅，是首批參與政府「活化工廈政策」的發展商之一。集團近年亦開展多個重建項目，包括位於上環的干諾中心、觀塘的觀塘道350號以及荔枝角的荔枝角道822號等。

FEATURED PROJECTS 特色項目

CONNAUGHT MARINA
干諾中心

Connaught Marina is a modern boutique office complex located in the heart of Sheung Wan, in close proximity to the CBD, and encapsulates, at the same time, the vibes and cultural heritage of the old city hub. Surrounded by restaurants serving authentic cuisines, art galleries and traditional shops, the building also boasts a 270-degree vista of the bustling harbour. With its flexible layouts, artistic décor and exclusive concierge services, Connaught Marina is a perfect fit for professionals who want to make a statement for their brands.

干諾中心是一座獨特的時尚精品辦公大樓，坐落於上環核心地段，既方便走進繁華的中環商業區，亦能找到多個歷史文化景觀。干諾中心附近擁有眾多地道美食餐廳、藝術畫廊和傳統小店，更可盡覽270度維港景色，配合靈活多變的內部布局、藝術裝置和專業禮賓服務，干諾中心是企業提升品牌形象和發展業務的理想選址。



CONNAUGHT MARINA

Infusing the traditional spirit of the city into its design, Connaught Marina is a harmonious amalgamation of the East and West from an architectural perspective. The classical streamline style inspired by Bauhaus architecture, echoing with the vintage tramway as it makes a southerly turn into a vibrant neighbourhood that has witnessed Hong Kong's remarkable evolution over the years.

In line with the Group's vision of nurturing art and cultural development in Hong Kong, Connaught Marina has enlisted the help of eminent local and overseas artists in the design of the façades and common areas, elevating them to focal points of art appreciation and relaxation.

干諾中心承繼城市的傳統特色，於建築設計方面融合中西薈萃的特點。大廈的外觀設計概念源自「包浩斯」的經典流線型建築風格，並與電車軌道轉角互相呼應，令見證著香港多年變遷的社區更添活力。

配合集團於香港推動藝術和文化發展的願景，干諾中心亦邀請多名香港和海外的著名藝術家在外牆及公共空間展示其作品，成為非一般的「藝術空間」，並歡迎公眾於休憩的同時欣賞藝術。

270-degree seaview from Connaught Marina (Taken at the Development on 29 June 2020)
干諾中心的270度海景（攝於2020年6月29日）

FEATURED PROJECTS

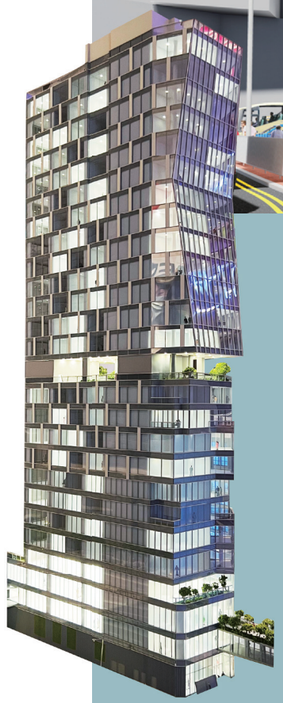
特色項目

KTR 350

觀塘道350號

KTR 350 is a new-generation Grade A office tower in the centre of the emerging Kowloon East Business District, with easy access to the MTR and other public transport. Sitting right next to commercial centres, bank towers, and large shopping complexes, KTR 350 complements the neighbourhood with its modern and flexible commercial spaces, including offices, signature food and beverage services, retail and event spaces, and parking lots with its 29-storey iconic circular architecture, KTR 350 is set to become an easily identifiable landmark in the skyline of East Kowloon and an ideal location for businesses to grow and excel.

新世代甲級辦公大樓觀塘道350號位於發展迅速的東九龍核心商業區，鄰近港鐵及其他公共交通樞紐、銀行大樓、大型購物商場及商業中心，為社區提供現代化而且靈活的商業空間，包括辦公室、特色餐飲服務、零售和活動空間以及停車場。樓高29層的觀塘道350號擁有標誌性的圓柱形設計，將會成為東九龍的新地標，亦是企業擴展業務和成就卓越的理想選址。



822 LAI CHI KOK ROAD

荔枝角道822號

822 Lai Chi Kok Road is a new revitalization project initiated by LAWSGROUP in West Kowloon following the success of D2 Place ONE and TWO. The building will be transformed into a retail and commercial complex, creating synergy with D2 Place and bringing vitality to the neighbourhood.

承接D2 Place一期及二期的成功，羅氏集團於同區發起全新重建項目荔枝角道822號，大廈將會被重建成零售及商用辦公大樓，與D2 Place產生協同作用外，同時為社區帶來活力。

ANTI-EPIDEMIC MEASURES
抗疫措施

LAWSGROUP has been proactively pushing forward re-industrialization, innovation technology as well as start-ups in Hong Kong. The Group has officially launched an investment partnership with a local start-up, Immune Materials Limited (IML) to speed up the production of the world's first anti-virus 3D printing material to minimize the spread of COVID-19 and other viruses across Hong Kong and other regions. The Group is thrilled to support the project as part of its re-industrialization initiatives.

Founded by a research team from the Institute of Textiles and Clothing (ITC) of The Hong Kong Polytechnic University, IML develops the first virus-killing 3D printing that can be used in making door handles, elevator buttons and braille to reduce transmission risks. It is proven that it can erase over 90% of COVID-19 and most common viruses such as Escherichia coli and Staphylococcus aureus in 10 minutes and can last for over 3 years, providing clear advantage over the spray coating approach in high-touch areas. Now the technology has been adopted in public hospitals, COVID-19 isolation centres and schools. The team can produce any objects in different sizes and shapes with this 3D printing material including smart phone cases. It is believed that the technology can serve as a solution to fight virus mutations and diseases in the future.

LAWSGROUP will gradually adopt this technology in its premises and the mall D2 Place, stores and factories overseas to keep staff, customers and tenants safe.

一向支持香港再工業化、創新科技及本地初創公司的羅氏集團，與由香港理工大學紡織及服裝學系研究團隊成立的初創公司達成投資合作，支持生產由該公司研發的全球第一種能殺滅病毒與細菌之三維打印物料，盼助本港及其他地區早日遏止新冠疫情及將來其他病毒蔓延。近年羅氏集團旗下之製造業務積極推動香港「再工業化」，是次投資項目將進一步確立集團在「再工業化」範疇的投資與發展策略。

理大初創公司Immune Materials Limited (IML)成功研發全球第一種防病毒與細菌三維打印物料，並以此製作洗手間門柄、扶手、電梯按鈕及盲人點字板等高接觸面的保護套件。該物料不僅能於十分鐘內高效殺滅物件表面超過百分之九十之2019冠狀病毒，以及其他常見類型病毒和細菌，例如大腸桿菌及金黃葡萄球菌；其物理效能及耐磨能力更長達三年以上，比一般噴霧式殺菌塗層更有效持久，適用於高接觸範圍，目前已獲公立醫院、隔離設施及學校採用。

由於是三維打印物料，此技術能因應各種表面及用途度身訂造不同的尺寸與形態，更能廣泛應用於其他日常用品包括手機殼。其物理消毒技術對其他病毒與細菌亦同時有效，因此能作為長期及將來對抗不同病毒變種與其他病毒之解決方案。

羅氏集團即將於旗下物業包括商廈及商場D2 Place內廣泛應用該物料，以保障員工、客人及商戶之健康與安全。測試後會再推廣至旗下其他物業和海外生產工場和零售門店。

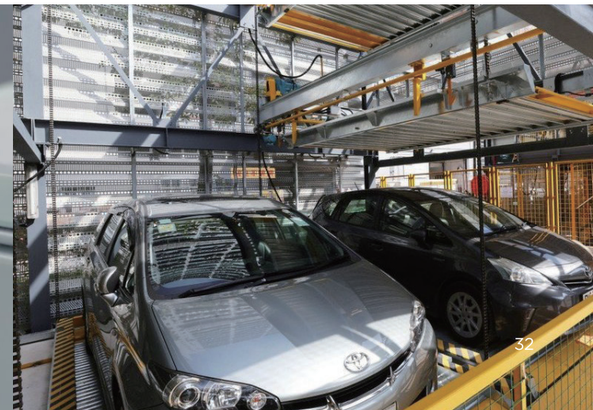
SMART BUILDINGS
智慧建築

LAWSGROUP's new commercial smart building at Kwun Tong Road, "KTR 350" encapsulates the strength and dynamism of the thriving business district of Kwun Tong. Building on three core conceptual cornerstones, viz, technology, wellness and geometry, KTR 350 has embedded these principles across its digital infrastructures, environmental provisions and architectural designs, resulting in the establishment of a balanced and efficient ecosystem that has captured the positive qualities of contemporary aesthetics, comfort, sustainability and innovation.

LAWSGROUP's pioneering relationship with China Mobile has enabled it to integrate into the KTR 350 Tower a number of state-of-the-art technologies, such as 5G, IoT and data visualization. Users stand to benefit from the streamlined speed and flexibility brought about by the seamless incorporation of Smart Building systems, such as Smart Car Park and 5G Smart Washroom. The Tower has been able to bolster its customer service and hygiene through an innovative network of communication, navigation, information and access systems that automatically monitor and manage its functional and environmental conditions.

羅氏集團在觀塘新建的商業智慧建築觀塘道350號涵蓋觀塘區商業樞紐的澎湃活力。大廈建造包含三大元素：尖端科技、康健設施及幾何設計，不論在其數碼配備、環保設施、或建築設計上，均能締造出一個均衡及高效的生態，涵括時尚美感、持續性及舒適與創新品味。

羅氏集團率先與中國移動合作，在觀塘道350號採納多項尖端科技，如5G、物聯網及數據可視化等。大廈採用創新智慧管理系統，涵蓋停車場與洗手間，通過電子通訊網絡自動監察環境情況，從而提高顧客服務與環境水平，事半功倍。



AWARDS AND ACCOLADES 獎項及殊榮

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

Laws Commercial Plaza 羅氏商業廣場 -
Public Areas of Whole Building 全幢大廈公眾地方
(30/1/2021 - 29/1/2022)

Quality Water Supply Scheme for Buildings - Fresh Water (Management System) (Blue Certificate)
大廈優質供水認可計劃 – 食水(管理系統) (藍證書)
Laws Commercial Plaza 羅氏商業廣場

Kowloon West Best Security Services Awards 2020 二零二零年度西九龍最佳保安服務選舉

Eagle's Eye Property Management Limited 堡基物業管理有限公司
Bonky Parking Limited 本祺停車場有限公司

D2 Place ONE - Outstanding Managed Public Carpark 最佳管理公眾停車場

Sterling Centre 定豐中心 -
Five-Star Managed Property 五星級管理物業

Laws Commercial Plaza 羅氏商業廣場 –
Five-Star Managed Property 五星級管理物業

D2 Place TWO - Outstanding Managed Public Carpark 最佳管理公眾停車場

Sterling Centre - Outstanding Managed Public Carpark 定豐中心最佳管理公眾停車場

Laws Commercial Plaza 羅氏商業廣場 -
Outstanding Managed Public Carpark
最佳管理公眾停車場

Peach Blossom Trees Recycling Programme

桃花回收服務

• Laws Commercial Plaza 羅氏商業廣場

• Sterling Centre 定豐中心

• Seapower Centre 海暉中心

The Hong Kong Q-Mark Service Scheme

香港Q嘜優質服務計劃

Earth Hour 27.3.2021

地球一小時 27.3.2021

- Laws Commercial Plaza 羅氏商業廣場
- Sterling Centre 定豐中心
- Seapower Centre 海暉中心
- 822 Lai Chi Kok Road 荔枝角道822號
- 1 Des Voeux Road West 德輔道西一號
- Connaught Marina 干諾中心
- E168

COMMITTING TO THE PEOPLE AND WORKPLACE

對人才與工作環境的承諾

COMMITTING TO THE PEOPLE AND WORKPLACE

CORPORATE CORE VALUES

企業核心價值

H.I.T. CULTURE
H.I.T. 文化

Happiness, Integrity, and Teamwork make up the three corporate core values which define LAWSGROUP's "H.I.T. Culture", and transcend the Group's overall management with special reference to its staff training and development programs.

「快樂」、「誠信」及「團隊精神」為羅氏集團的三個企業核心價值，奠定企業內部的「H.I.T. 文化」，並貫徹於整體管理框架，尤其是員工培訓。

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 "Happiness, Integrity and Teamwork" corporate core values are upheld by our staff.
- Hollowed letter "i" — implying "to empty your cup", to embrace changes positively, and to 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。

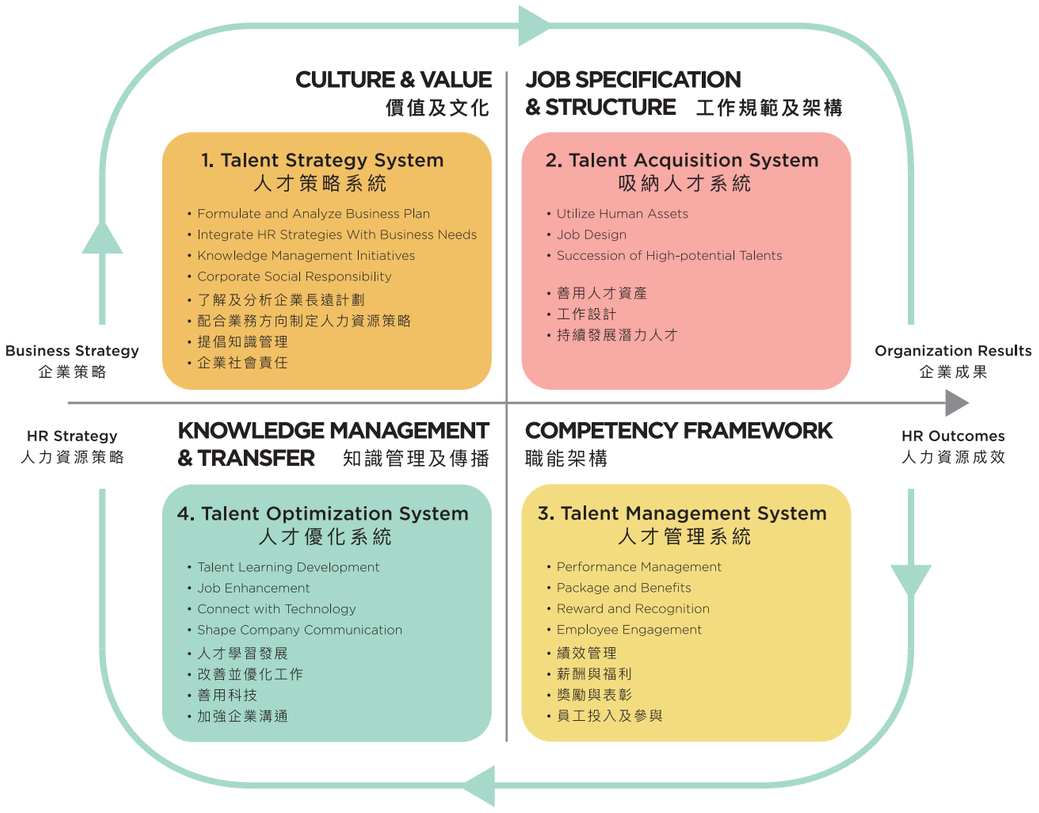
hit
(a LAWSGROUP initiative)

HUMAN CAPITAL STRATEGY

人力資本策略

LAWSGROUP considers human capital as its greatest asset and strives to provide the best working environment for its staff. Echoing the company's vision on innovation, a new human capital strategy has been formulated. The new framework focuses on workforce planning, talent management, and staff engagement, and is designed to align with the needs and goals of the Group.

羅氏集團視人力資源為公司最重要的資產，並致力為員工提供最佳的工作環境。為配合集團對創新的願景，集團制定全新的人力資本策略模式，著重於人力資源規劃、人才管理及員工參與，確保策略切合集團的發展需要及目標。



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

- 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

- 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
- Diversified Wellness Program

- 清晰明確的工作目標
- 具競爭力的薪酬與福利
- 與不同教育機構合辦實習計劃
- 畢業生培訓計劃
- 員工價值主張
- 人才多元化

- 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

- 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
- 多元化健康運動計劃

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 its corporate core values "H.I.T.", and reinforce two core principles of "The Leadership Challenge - Five Fundamental Practices" and "DiSC® as Communication Tool", through a series of quality training programs 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.」，並深化「TLC領導力 - 五大領導者習慣行為」及「DiSC®溝通工具」兩項主要培訓課程。

CHANGE for the **BETTER**
To Charge Ourselves Forward
裝備自我・邁步迎變

Laws Academy Mission
羅氏學院宗旨

The mission of the Academy is to equip staff with the necessary knowledge, skills and know-how in order to move forward with confidence, and tackle challenges effectively.

羅氏學院旨在協助羅氏集團的員工裝備自己，增進更多知識、技能及秘訣，從而培養自信，掌握克服困難的能力。

LAWS ACADEMY
hit Culture

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 the Group's "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

INNOVATION AND CREATIVITY

創新與創造力

LAWSGROUP strives to maintain a good working environment that accommodates the needs of its staff and unleash their potentials. In recent years, LAWSGROUP has emphasized on Design Thinking – a human-centric and creative approach for problem-solving.

To encourage and implement Design Thinking process effectively in the workplace, LAWSGROUP has introduced the H.I.T. Plus+ Learning Momentum – driving a Human-centric, Innovative and Think-without-the-box approach with a series of redesigned internal training programs.

羅氏集團致力為員工提供良好的工作環境，確保能配合其工作需求，同時啟發他們的潛能。近年集團十分重視設計思維，強調以人為本的創意思考方式解決問題。

為鼓勵員工於日常工作中運用設計思維，集團推出「H.I.T.+學習動力」，以一系列重新設計的內部培訓計劃，推動以人為本、創新及突破傳統框架的思考方式。

H.I.T. Plus+

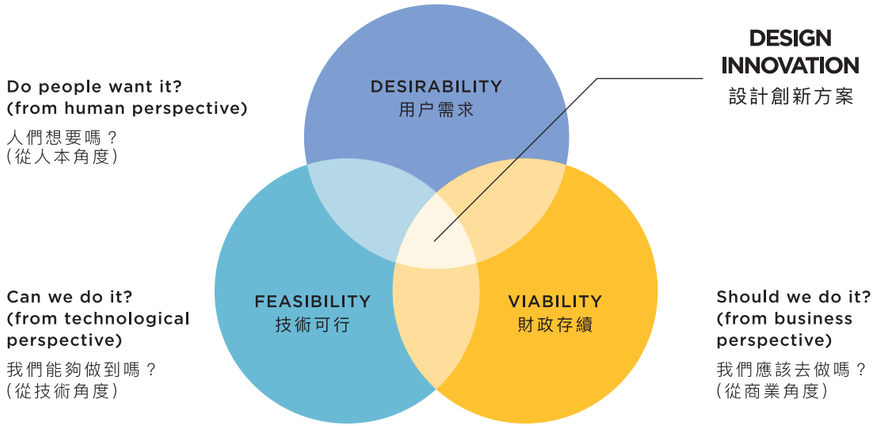
Learning Momentum
H.I.T.+ 學習動力

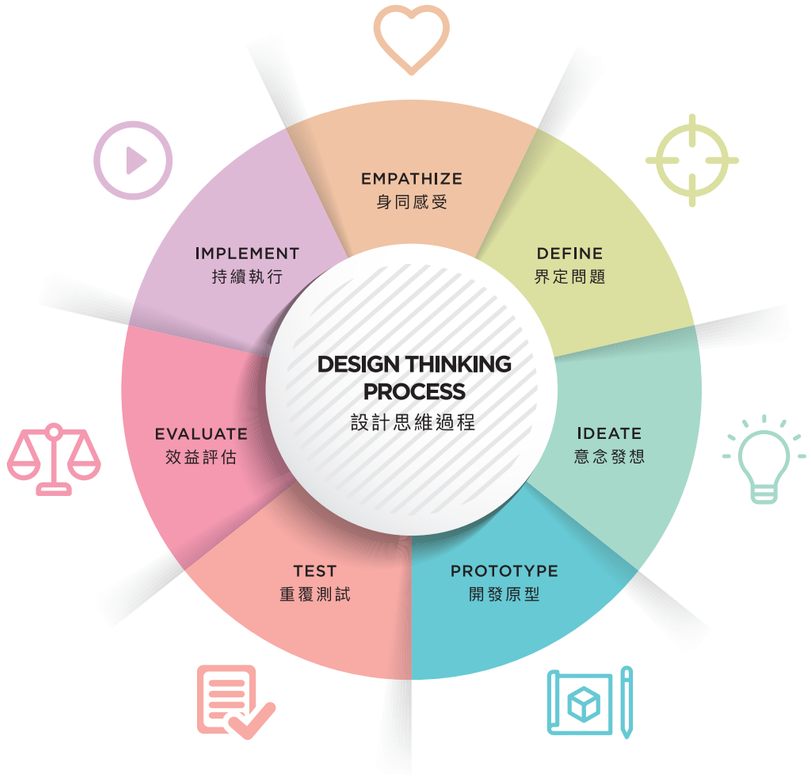
+ Human-centric
以人為本

+ Innovation
創新

+ Think without the box
跳出傳統思考框架

THE THREE LENSES OF HUMAN-CENTRED DESIGN
人本設計的三大聚焦鏡





COMMITMENT IN DRIVING DESIGN THINKING

全力推行設計思維

LAWSGROUP is one of the first corporations to integrate Design Thinking as part of the internal training curriculum. Designated training programs are organized for all staff, from senior management to general staff across all business units. The management team has also taken the initiative to share their experience through different seminars.

羅氏集團為本地首批將設計思維納入核心內部培訓課程的企業之一，致力為不同業務部門的員工提供相關培訓計劃，管理團隊亦透過不同研討會向各界分享應用設計思維的經驗。

LAWSGROUP Deputy Chairman & CEO Mr. Bosco Law, HR Director Ms. Miko Cheung, and Senior HR Manager Ms. Betty Lam participated in 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高級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。

LAWSGROUP Deputy Chairman & CEO Mr. Bosco Law attended the "Unleashed! Empowered by Design Thinking" luncheon for business leaders.

羅氏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 。

LAWSGROUP HR Team attended the Design Thinking Certification program organized by the Hong Kong Design Centre.

羅氏集團人力資源團隊出席由香港設計中心舉辦的設計思維專業證書課程。

To enable staff to gain a deeper understanding of corporate digitalization, Laws Academy organized an Executive Forum on 'Digitalization with Design Thinking', and invited a panel of experts to share their experience on launching corporate digitalization, and on successful case studies.

為了讓同事對企業數碼化轉型有更深入的理解，羅氏學院在D2 Place 舉辦［ Executive Forum: Digitalization with Design Thinking ］，多位嘉賓講者分享他們如何在企業推動數碼化的革新及分享他們的成功案例。

"MICRO-INNOVATION" CAMPAIGN
「微創新・點子大搜「羅」」計劃

To promote design thinking in the workplace as well as strengthen staff's people-oriented problem solving skills, LAWSGROUP has launched a new online platform, encouraging staff to put forward Innovative suggestions. A special micro-innovation team has been set up to implement the ideas collected to improve work efficiency.

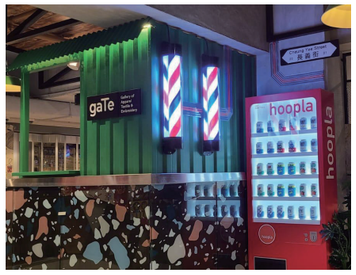
為了於工作間推廣設計思維，讓員工掌握以人為本的問題解決方法，集團特設線上平台，鼓勵員工發揮創意，提出創新建議提升工作效率。集團更成立微創新小組，將收集到的多個建議切實執行。

MICRO-INNOVATION – IDEAS EXECUTION!

POP-UP STORE
快閃店

After studying constructive suggestions on the Micro-Innovation platform, gaTe was launched with "Pop-up Stores" set up on the 4th floor of D2 Place ONE, focusing on the sale of local designers' products.

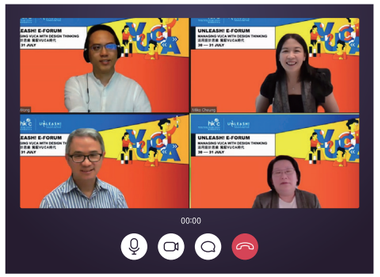
參考同事於微創新平台提出的「Pop-up Store」好點子，gaTe 已進駐D2 Place 一期4樓，主要售賣本地設計師的產品。



ESTABLISHING INTERNAL COMMUNICATION PLATFORM AND E-APPROVAL WORKFLOW
建立手機版內聯網及電子化審批程序

For the convenience of staff and in line with the trend of digitalization, a number of frequently used functions on the intranet were reproduced in Apps form, enabling staff to make room bookings, checking memos, and attendance records via smartphone. This instant access to real-time information is a boon to efficiency.

為便利同事間的溝通及配合電子化的趨勢，而建立手機版內聯網及電子化審批程序，讓同事透過智能手機方便有效地預約會議室、緊貼公司資訊及出席記錄。



Unleash! Design Thinking Forum @ Hong Kong Design Centre
Unleash! 設計思維論壇 @ 香港設計中心

CTgoodjobs HR Guru Interview
CTgoodjobs HR Guru 訪問

PROMOTE DESIGN THINKING ACROSS THE CITY
向外推廣設計思維

Ride on its successful experience, LAWSGROUP actively participated in different sharing sessions, media interviews, seminars, and workshops related to Design Thinking and the "new normal", driving an innovative workplace culture across the city.

憑著其成功經驗，羅氏集團積極參與多個與設計思維概念和應對「新常態」有關的分享活動、媒體訪問、研討會和工作坊，於香港推動全新的工作文化。

HR Transformation – Coping with the New Normal Event with HKPC
香港生產力局主辦HR Transformation – Coping with the New Normal活動

Interview by Hong Kong Economic Times
香港經濟日報訪問

Design Thinking Sharing @ Recruit Seminar
設計思維分享活動 @ Recruit Seminar

Design Thinking Sharing @ VTC
設計思維分享活動 @ VTC

Design Thinking Sharing @ Wofoo Social Enterprise
設計思維分享活動 @ 和富社會企業

Learning and Development Forum: "Talent Transformation for a learning revolution" @ PEAK
設計思維分享活動 @ PEAK

YOUTH SUPPORT WITH DESIGN THINKING
支援青年發揮設計思維

LAWSGROUP understands the importance of grooming young people as future leaders of society, and sets out to promote "Design Thinking" among youths through specially curated activities. Invited by Social Enterprise Summit and Hong Kong Social Entrepreneurship Forum, LAWSGROUP took part as a partner in the "Youth Power·Community Innovation" Case Competition and Business for Good Virtual Challenge. The Group's HR Director, Ms. Miko Cheung, was invited to share the strategies of corporate innovation and the application of "Design Thinking" with youngsters through workshops and webinars with an aim to cultivate young people's understanding.

Hong Kong Social Entrepreneurship Forum - Business for Good Virtual Challenge Webinar
社會創業論壇 – 「商社共贏」網上研討會

"Youth Power-Community Innovation" Case Competition Workshop
「青年動力．社區創新」案例比賽工作坊

羅氏集團明白年輕人作為社會未來棟樑的重要性，因此著手透過策劃主題活動向年輕人推廣「設計思維」，分別應社企民間高峰會和社會創業論壇的邀請，成為「青年動力．社區創新」案例比賽和「商社共贏」的合作伙伴，人力資源總監張嘉瑩小姐亦於活動工作坊和網上研討會中，與年輕人分享企業創新的策略及以「設計思維」解決問題的應用，以培養青年對「設計思維」的理解。

Lawsgroup Charity Fund - Student Exchange Scholarship Program
「羅氏集團慈善基金」學生海外交流獎學金

Lawsgroup Charity Fund supports the Student Exchange Scholarship Program for students at The Asian Institute of Technology (AIT) exchanging to China and countries along the Belt and Road.

Ms. Babita Sharma, a Master's student in the School of Management, AIT is the first recipient of the Scholarship Program for an exchange program at Tsinghua University, China.

「羅氏集團慈善基金」支持亞洲理工學院(AIT)內地學生及一帶一路學院學生參加交換生計劃的慈善機構。

AIT商業學院碩士生Babita Sharma小姐，獲頒贈交流獎學金參加中國清華大學交換生計劃。

COMMITMENT IN DRIVING POSITIVE ENERGY

推動正能量

PROMOTE HAPPY WORKPLACE FROM INSIDE-OUT
從裡到外推動愉快工作環境

To nurture a positive working atmosphere, Laws Academy has launched a series of training activities to instill positive energy and promote a happy workplace from inside out, such as PowerUp Teambuilding, stretching classes and Pilates classes.

Ride on its successful experience, LAWSGROUP actively participated in different sharing sessions and seminars to promote a happy culture in society.

為培養正能量工作氛圍，羅氏學院舉辦一系列的培訓活動，由內到外鼓勵同事培植正向思維及在輕鬆愉快的空間工作，活動包括PowerUp團體活動、伸展班及普拉提班。羅氏學院培訓活動獲得空前成功後，集團繼續積極參與各類型分享活動及講座，推動正能量。

INTERNAL TRAININGS

內部培訓

NEW NORMAL LEARNING PLAN
新常態學習計劃

In these uncertain economic times, the best investment in human resources is for staff to learn new things and develop their skill base. To this end, Laws Academy has launched a series of New Normal Learning Plan programs with the objective of reinforcing staff capability, so that they are ready, willing and able to realise their potentials.

在經濟不穩的情況下，持續學習新事物、不斷拓展技能是最好的投資。羅氏學院為此推出一系列新常態熱門課程的學習計劃，務求提升團隊的軟實力，成為時刻處於最佳備戰狀態的職場達人。

E-LEARNING PLATFORM
網上學習計劃

LAWSGROUP's e-learning platform has been upgraded to provide a more innovative and versatile learning experience for staff, by offering e-courses with quizzes, inspirational articles and notes, newsletters, book recommendations, peer-to-peer recognition programs and more.

羅氏集團亦將網上學習平台升級，為員工提供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

Our i-Program Self Learning Scheme is designed 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 will be also given upon achieving of certain credits as an incentive and motivation.

而「i-Program自導學習計劃」則鼓勵員工持續學習，並建議所有全職員工每年透過以下四個渠道取得一定學分數目。為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
課堂進修學習

Volunteering and Recreational Activities
慈善或文娛康樂活動

Reading and Viewing Report
閱讀/欣賞報告

Micro-innovation
微創新

GRADUATE TRAINEE PROGRAM
畢業生培訓計劃

The Internship and Graduate Trainee Program is designed to nurture selected university students and graduates as potential future leaders within LAWSGROUP. On-the-job training is provided for interns and trainees to gain professional skills and knowledge in various business units whilst familiarizing with the business culture and operations. The Group also supports the mentoring programs of different universities, providing students with career advice, job hunting skills and professional knowledge.

畢業生及實習生培訓計劃旨在培養優秀的大學生和畢業生，成為羅氏集團的未來領袖。計劃為學員提供在職培訓，讓他們在各個部門的工作中獲得專業知識及技能，亦更快熟悉企業文化和營運模式。同時集團亦支援不同大學的指導計劃。

INDUCTION
入職

- Orientation
- Familiarization with Business Operations and Corporate Culture
- Mentoring Program with career advice

- 迎新簡介
- 熟習營運模式及企業文化
- 提供就業指導及建議

JOB ROTATION
交替職務

- Job Rotation in Various Supporting Departments
- Competency-based Development Program
- Comprehensive Understanding of Business Structure and Operations
- Exposure in Different Business Units

- 於不同部門交替工作
- 能力導向發展計劃
- 透徹了解業務架構和營運模式
- 與不同業務單位合作

FINAL PLACEMENT
最終職位安排

- 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

Program Structure 計劃流程

TRAININGS FOR OVERSEAS UNITS
海外部門培訓

Apart from its Headquarters in Hong Kong and manufacturing base in Mainland China, LAWSGROUP's internal training program has also been extended to different overseas factories and business units in Vietnam, Bangladesh, and Myanmar.

除香港總部及中國內地的生產基地外，羅氏集團亦將內部培訓延伸至海外，包括位於越南、孟加拉及緬甸的廠房與業務部門。

HERPROJECT TRAINING
「HERproject」培訓

LAWSGROUP's apparel manufacturing plant in Vietnam regularly hosts the "HERproject" training to create a positive work environment in our manufacturing plants and offices. The project is a collaborative initiative founded by BSR (Business for Social Responsibility) in 2007, with a mission to unlock the full potential of women working in global supply chains via workplace-based interventions on health, financial inclusion, and gender equality.

羅氏集團服裝製造業旗下的越南廠房定期舉辦「HERproject」培訓，為員工營造一個積極正面的工作空間。國際著名非營利組織「企業社會責任協會」(Business for Social Responsibility,BSR)由2007年開始籌辦「HERproject」，透過在職場提供有關健康、普惠金融及性別平等的支援，協助全球供應鏈廠房的在職女性釋放潛能。

BSR her project
MAXTRUN APPAREL
Life

QUALIFICATIONS FRAMEWORK

資歷架構

QUALIFICATIONS FRAMEWORK
資歷架構

In collaboration with Qualifications Framework (QF) of the HKSAR government, LAWSGROUP actively promotes lifelong learning for its frontline staff. Senior staff is encouraged to enroll in the Recognition of Prior Learning (RPL) assessment for formal recognition of their knowledge, skills, and experiences acquired beyond traditional academic training.

羅氏集團與香港特別行政區政府的資歷架構（QF）計劃合作，積極推動前線員工終身學習，鼓勵資深員工申請參與「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。

資歷架構
Qualifications Framework

INDUSTRY TRAINING ADVISORY COMMITTEE
服裝業「過往資歷認可」專責小組及推廣及諮詢專責小組聯席會議

LAWSGROUP Deputy Chairman & CEO Mr. Bosco Law and HR Director Ms. Miko Cheung attended Industry Training Advisory Committee Meeting in the fashion industry. Bosco chaired the meeting and led the discussion on the promotion strategy for Recognition of Prior Learning in the fashion industry.

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服裝業「過往資歷認可」專責小組及推廣及諮詢專責小組聯席會議。作為推廣及諮詢專責小組召集人，Bosco負責主持會議並帶領討論服裝業「過往資歷認可」推廣策略。

COMMITMENT 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

LAWSGROUP respects and values the differences of individuals and strives to create a working environment free from any discrimination or harassments. As an Equal Opportunity Employer, LAWSGROUP is committed to provide equal employment and advancement opportunities to all individuals. Employment decisions are made based on the candidate's actual merit, qualifications, and abilities.

The Group's 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.

羅氏集團尊重員工之間的差異，致力創造一個沒有任何歧視或騷擾的工作環境。作為提倡平等機會的僱主，羅氏集團致力確保所有人獲得平等的就業和晉升機會，並根據應徵者的實際工作表現、資歷和能力做出僱傭決定。

集團根據以下四項反歧視條例制定內部的平等機會政策，並推行至所有業務單位和部門，以保障所有員工和商業夥伴的合法權益。

- 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》

In view of the impact of the pandemic, LAWSGROUP has arranged several employee caring measures such as workplace safety training and employee assistance program by obtaining psychological advisory service.

疫情對員工帶來不少影響，因此羅氏集團提供一系列員工關懷措施，例如員工安全工作間培訓及心理諮詢服務等。

心「晴」諮詢服務
WELLENSS SERIES

DIVERSITY AND INCLUSION 多元與共融

Employees with family commitments often struggle between work and family responsibilities. LAWSGROUP offers flexibility for staff to balance their work and families by introducing a series of family-friendly employment practices, including:

羅氏集團明白不少員工需要兼顧和承擔家庭責任，因此推行多項家庭友善僱傭措施，協助員工平衡工作與家庭責任，當中包括：

- Granting Special Leaves for employees to meet personal needs, such as marriage leave, compassionate leave, and examination leave.
  配合員工個人需要給予特別假期，如婚姻假、恩恤假、考試假等。

- Adopting flexible arrangements, such as five-day work week, flexible working hours, flexitime, work from home, and remote office.
  推行靈活工作安排，如五天工作周、彈性工作時間、彈性上班時間、居家或遙距辦公等。

- Offering support such as medical coverage, counseling services, lactation rooms in the workplace and family recreational activities.
  提供生活支援如醫療保障、情緒輔導服務及工作坊、於辦公地點設置哺乳間和舉辦家庭同樂的活動等。

- Promoting mental health in the workplace by organizing educational talks and workshops.
  舉辦不同的講座和研討會促進員工心理健康。

At the invitation of Dialogue Experience, HR Director Ms. Miko Cheung was invited by Dialogue Experience to share the experience of the Group in promoting the concept of diversity & inclusion.

人力資源總監張嘉瑩小姐獲Dialogue Experience對話體驗邀請，分享集團在推動多元共融理念的心得。

HR Director Ms. Miko Cheung was the guest at the RTHK CIBS program on Social Innovation in the Global Village. She shared the Group's experience in promoting the H.I.T. corporate culture to nurture a multicultural working environment.

人力資源總監張嘉瑩小姐出席香港電台CIBS節目「地球村裡的社會創新」，擔任電台節目嘉賓，分享集團如何推動H.I.T.企業文化，從而創造多元工作環境。

GENDER
性別

- Promote Equal Employment Opportunity between Men and Women
- Eliminate Discrimination on the grounds of Gender, Marital Status and Pregnancy
- Prevent Sexual Harassment and Victimization

- 為不同性傾向的人提供平等就業機會
- 消除基於性別、婚姻狀況和懷孕的歧視
- 防止性騷擾和任何不公平對待

DISABILITY
殘疾

- Eliminate Discrimination and Harassment based on Disabilities

- 消除基於殘疾的歧視和騷擾

FAMILY STATUS
家庭狀況

- Eliminate Discrimination on the Basis of Family Status
- Grant Special Leave to Meet Employees' Family Needs
- Adopt Flexible Work Arrangements
- Provide Living Support

- 消除基於家庭狀況的歧視
- 針對員工家庭需要給予特別假期
- 推行靈活工作安排
- 提供生活上的支援

AGE
年齡

- Promote Equal Employment Opportunity between Different Ages
- Participate in ERB Post 50 Internship Programme

- 為不同年齡人士提供平等就業機會
- 參與僱員再培訓局「後50·實習生計劃」

RACE
種族

- Eliminate Racial Discrimination
- Promote Racial Equality

- 消除種族歧視
- 促進種族平等

CORONAVIRUS PROTECTION IN OVERSEAS FACTORIES

海外廠房防疫不鬆懈

OVERSEAS

The Group has arranged for its overseas factory workers to receive regular nose swab PCR tests for diagnosing COVID-19. Furthermore, to strengthen coronavirus protection in the Group's overseas factories, a medical team was organized to visit overseas factories for vaccination. After a series of vaccination exercises, more than 80% of workers have now received their second dose.

海外廠房定期對職工進行快速篩查和PCR核酸檢測。同時，為加強工廠內部的防疫措施，醫療人員到訪海外廠房為員工注射疫苗。經數輪注射安排，全廠完成接種兩劑疫苗的員工已超過80%。

FIGHT THE VIRUS ALONGSIDE STAFF 與員工齊心抗疫

LAWSGROUP accords top priority to the safety and health of its staff. During the pandemic, a number of preventive measures have been adopted at Hong Kong headquarters and overseas business departments. They include flexible working hours, temperature monitoring, air purifier installation, and work zone division. Meanwhile, various health supports were provided to all staff, including free masks, anti-pandemic kits, virus testing, and more, to ensure a safe working environment.

羅氏集團一直將員工的安全和健康放在首位，於疫情期間，香港總部及海外業務部門採取多項防疫措施，包括實行彈性工作時間、安裝體溫監測及空氣消毒系統、分隔工作空間等，同時為員工提供不同支援，包括派發口罩及抗疫包、免費病毒檢測等，確保工作環境的安全。

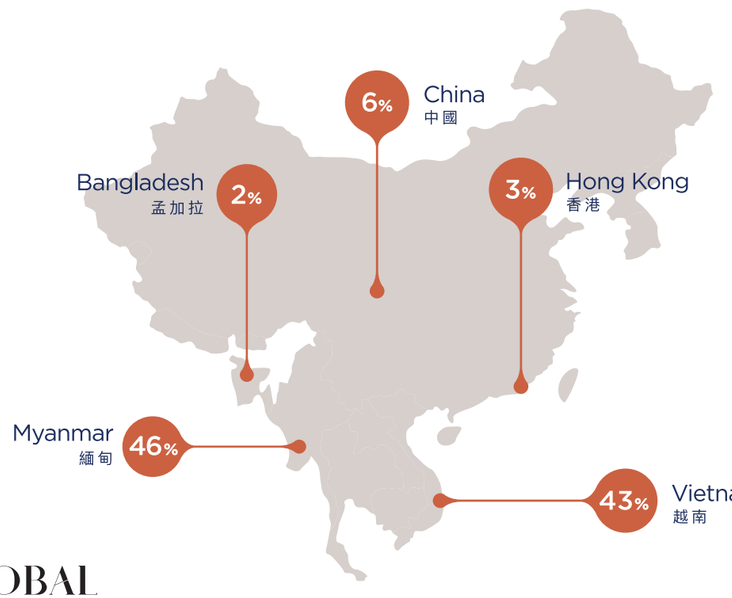
HONG KONG

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 higher.

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。而在設有廠房的地區，女性員工的比例則明顯較高。



GLOBAL WORKFORCE DISTRIBUTION

全球員工分佈

9% Male 男性

91% Female 女性

AWARDS AND ACCOLADES 獎項及殊榮

With its continuous efforts in people development and workplace management, LAWSGROUP has received different awards and accolades.

The Group has participated for the sixth consecutive year in the 'Industry cares' CSR Recognition Scheme organized by the Federation of Hong Kong Industries (FHKI). It is proud to be the recipient of two awards in the Enterprise Group, including 'The Best Social Impact Award' and the 'Outstanding Caring Award'. The Group is a '5+ Enterprise' in support of the Scheme, and is dedicated to fulfilling its CSR objectives and continuing to be an active promoter of CSR activities.

羅氏集團憑著於人才發展及工作空間管理上的努力獲頒多個獎項及殊榮。

集團連續6年參加由香港工業總會舉辦的「工業獻愛心」表揚計劃，更於本年榮獲企業組的「最具社會創效能力獎」及「卓越關懷獎」，成為支持計劃的「5+企業」。集團未來會繼續實踐社會責任，以及積極推動各項CSR活動。

HR Director Ms. Miko Cheung represented the Group at the ceremony of the 2021 Hong Kong Sustainability Award organized by the Hong Kong Management Association (HKMA), to receive a Certificate of Excellence and a Special Recognition for Outstanding Sustainability Initiative: Social Dimension.

由香港管理專業協會舉辦的【香港可持續發展獎2020/21】頒獎典禮上，集團榮獲「卓越獎」及「優秀可持續發展措施獎（社會範疇）」兩項殊榮，並由人力資源總監張嘉瑩小姐代表上台領獎。

Certificate of Commendation
QF Star Support

資歷架構夥伴嘉許計劃「QF星級之友」

Happy Company 2021

開心工作間 2021

Good MPF Employer 2020-21

積金好僱主 2020/21

Industry Cares Grand Caring Award 2020

「工業獻愛心」表揚計劃2020 -「至尊關懷大獎（企業組）」

Industry Cares The Most Innovative Award 2020

「工業獻愛心」表揚計劃2020 -「最具創意獎」

Best Company To Work For In Asia 2019

亞洲最佳企業僱主 2019

ERB Manpower Developer –
Grand Prize Award 2018 - 20

「ERB人才企業嘉許計劃」- 企業大獎 2018 - 20

HKMA 2020/21 Hong Kong Sustainability Award – Outstanding Sustainability Initiative: Social Dimension

香港管理專業協會 -「香港可持續發展獎 2020/21 – 優秀可持續發展措施獎（社會範疇）」

HKMA Charter Membership

香港專業管理協會特許會員

HKMA 2020/21 Hong Kong Sustainability Award – Certificate of Excellence

香港管理專業協會 -「香港可持續發展獎 2020/21 - 卓越獎」

Good Employer Charter 2020

好僱主約章 2020

Industry Cares Outstanding Caring Award 2021

「工業獻愛心」表揚計劃 2021 -「卓越關懷獎」

Industry Cares The Best Social Impact Award 2021

「工業獻愛心」表揚計劃 2021 -「最具社會效力獎」

Chief Happiness Officer Appreciation Awards 2021

快樂首席官欣賞大獎 2021

INVESTING IN THE COMMUNITY

貢獻與建設社區

INVESTING IN THE COMMUNITY

THE CULTURAL AND CREATIVE LANDMARK

文化創意地標

D2 PLACE ONE D2 PLACE TWO

Named as Designers' Dreams, D2 Place is the first shopping mall cum office complex in Hong Kong to have undergone a remarkable revitalization from an industrial building. Opened since 2013, the trailblazing project comprises two towers, D2 Place ONE and D2 Place TWO, featuring 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 the cultural and creative industries, D2 Place actively collaborates with different local and overseas designers and other creative parties in organizing different creative and cultural events, including the signature "Weekend Markets".

As an integral part of LAWSGROUP's CSV (Creating Shared Value) Initiatives, D2 Place operates with an innovative "Entrepreneurship Model" conceptualized by the Group's Deputy Chairman & CEO, Mr. Bosco Law, with the aim of nurturing and supporting startups, young entrepreneurs, and local brands.

Widely recognized as a cultural and creative landmark in Hong Kong, D2 Place houses a community of like-minded individuals under the same roof. As at 2022, more than 7,200 local and international creative parties have thrived under its "Entrepreneurship Model", and, in the process, making a significant contribution to business development and cultural exchange in Hong Kong.

D2 Place，又名「設計師之夢想 Designers' Dreams」，是香港首個由工業大廈重建而成的商場及辦公室。項目於2013年開業，由D2 Place一期和D2 Place二期組成，合共提供超過五十萬平方呎的零售、辦公室和活動空間。

有別於其他倒模式商場，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，積極與不同本地和海外設計師及其他創意團體合作，舉辦多個創意及文化活動，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以集團副主席兼行政總裁羅正杰先生構想的「初創企業模式」作為營運方針，培育和支持初創公司、年輕企業家和本地品牌。

作為香港新文化和創意地標，D2 Place集結多個年輕創新動力群體。直至2022年，「初創企業模式」已成功令超過七千二百個本地和國際創意團體受益，促進其業務發展及香港的文化交流。

ANNUAL OVERVIEW

年度概覽

D2 PLACE Organized **76** Weekend Markets

舉辦76場週末市集

Organized more than

130

Cultural and Creative Events related to Art, Culture, Fashion, Sports and Movies

舉辦了130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

210

Government and Public Institutions, NGOs, Private Companies and Creative Parties

與超過210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 7,200

Startups and Local Businesses

支持7,200多間初創及本地企業

Attracted more than 5,500,000

Shoppers and Visitors

吸引了超過5,500,000位顧客

Helped startups generate more than HK$ 226,000,000

of sales

*Excluding revenue from other shops and tenants

協助初創公司帶來超過 226,000,000港幣的銷售額 *不包括商場內其他商戶之收入

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 in 2011 by Professor Michael Porter and Mark Kramer from Harvard University. The traditional concept of Corporate Social Responsibility (CSR) is a unidirectional sponsorship or support provided directly from corporate to the beneficiary, 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 corporate develops a unique business model to facilitate growth for both the company and the beneficiary, nurturing a win-win relationship. Such an innovative concept was first introduced by LAWSGROUP's Deputy Chairman & CEO, Mr. Bosco Law, to D2 Place, and has proven to be of long-term financial sustainability.

D2 Place的「初創商業模式」乃參考哈佛大學教授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，通常是短期及一次性的支持，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，促進企業與受惠者雙方的共同發展，從而建立雙贏關係。羅氏集團副主席兼行政總裁羅正杰先生率先將此創新概念於D2 Place推行，亦是保持長遠可持續財務發展的重要元素。

CSR → CSV

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
- 單純慈善項目

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
- 由機構內部發起以增強競爭力
- 以雙贏局面最大化利潤

THE 6-STEPS ENTREPRENEURSHIP MODEL

初創企業模式六步曲

1

Weekend Markets
週末市集

1 Weekend
一個週末

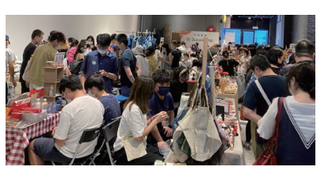
Very Affordable Rent
容易負擔之租金

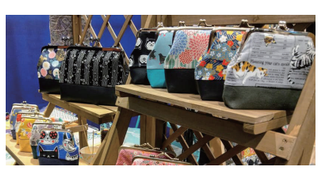
The only shopping mall in Hong Kong with Weekend Markets organized every single weekend, where young entrepreneurs could present their products for the first attempt.

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。

THE SPACE

Weekend Markets 週末市集 @D2 Place





2

Pop-up Stores
快閃店

1-3 Months
一至三個月

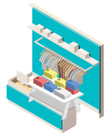
Short-term Lease
優惠短期租約

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

一次性短期租約，用作測試市場反應。需每天營運並提供多款傢具及陳列配件。

BE MY OWN BOSS Pop-up Store

3



Kiosks
銷售櫃檯

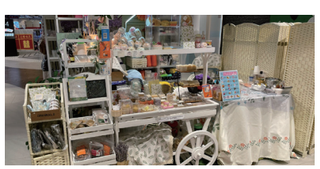
1 Year+
一年或以上

Concessionary Flexible Terms
靈活條款

Open shop layout with own brand elements. Operate daily with operational and 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!



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

「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，以至擴展生意遍及市內以至世界各地。

4

Shops
店舖

1 Year+
一年或以上

THE BARN Brands & Co.

THE BARN 生活百貨

集作 ZAAP[5] ZOK[5]

集作 藝品廊

3 Months+
三個月或以上

Long-term Shop Tenancy
長期店舖租約

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 and/or Zaap[6] Zok[5] Gallery 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生活百貨及/或集作藝品廊的一站式寄賣服務。

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 promoting the concept of Creating Shared Value (CSV) across the city, which is different from traditional Corporate Social Responsibility (CSR).

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同類的營運模式，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 introducing Hong Kong's creativity and talents to the world and further driving the "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」。

WEEKEND MARKETS, POP-UP STORES AND KIOSKS
週末市集、快閃店及銷售櫃檯

BE MY OWN BOSS

Weekend Markets 週末市集 @ D2 Place

D2 Place is the only shopping mall in Hong Kong to organize "Weekend Markets" every Saturday and Sunday, with more than 100 booths attracting 30,000 shoppers every weekend. D2 Place is also a trailblazer implementing the concept of "Pop-up Stores" and "Kiosks" in Hong Kong. Young entrepreneurs enjoy concessionary and flexible rental rates, and can test the market response and product 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個攤檔及30,000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，年輕企業可以以優惠及彈性的租金，並透過與客人的互動測試市場反應與產品概念。

THE BARN LIFESTYLE STORE
THE BARN 生活百貨

THE BARN Brands & Co.

HKTDC Designgallery 香港・設計廊

Collaborated with Hong Kong Trade Development Council (HKTDC) Design Gallery, LAWSGROUP has set up THE BARN Lifestyle Store as a showcase platform for local designers. THE BARN provides a comprehensive consignment service as an alternative solution to support startups 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，為本地設計師提供展示平台，並提供全面的寄賣服務，為尚未準備全職經營零售店的初創品牌提供另一支援選項。

ZAAP^6 ZOK^3 GALLERY STORE
集作 藝品廊

集作 ZAAP^6 ZOK^3

To reinforce the mission of "Made in Hong Kong" and "Top 10 Artisans Award" in recognizing and supporting excellent local designs, Zaap^6 Zok^3 offers a unique platform with exhibition spaces and consignment services for local artists and designers to showcase their creativity. Exhibitions and workshops are organized regularly to promote creativity to the public.

承接「香港掂檔」及「十大匠人選舉」致力表揚和支持本地優秀創作的理念，集作為本地藝術家和設計師提供展示創意的平台，並提供展覽空間及完整寄賣服務。集作亦定期舉辦展覽和工作坊等活動，向公眾推廣本地創意。

SUCCESSFUL CASES

成功案例

D2 Place is dedicated to supporting local culture and creativity by actively lining up collaborations with local start-ups, and providing a range of marketing support and development of customer management systems.

D2 Place全力支持本地文化創意，積極將本地初創品牌引入商場，更投放資源提供市場推廣支援及開設客戶管理系統。

POWERPLAY ARENA

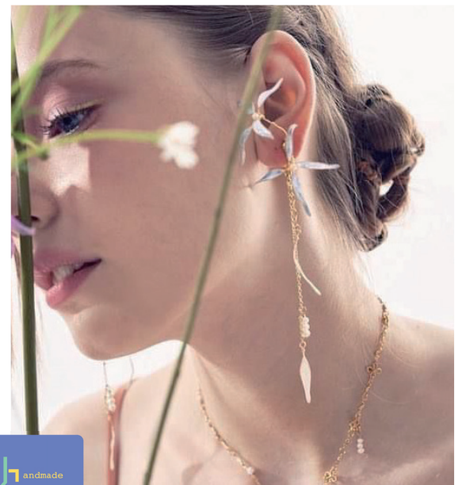
A home-grown entertainment brand, PowerPlay Arena started as a claw machine pop-up store and rapidly received overwhelming response from young families. Today, the brand has grown to a gaming flagship store with Hong Kong's first indoor kart racing track, as well as a bewildering range of exciting games, providing customers an exceptional gaming experience.

本地新晉娛樂品牌PowerPlay Arena先於商場開設夾玩偶主題快閃店，得到不少年輕家庭擁戴，迅即發展成遊戲旗艦店，擁有香港首個室內飄移車場以及各種有趣刺激的遊戲，為顧客提供獨特難忘的遊戲娛樂體驗。

HANDMADE ROOM BY WONDERLAND H

Conceived on the basis of showcasing diversity and creativity, HANDMADE ROOM BY WONDERLAND H has assembled a large number of independent handicraft brands from Hong Kong, Taiwan and Thailand. Starting with their appearance at the D2 Place Weekend Markets, the brand has gradually gained exposure and recognition, and developed into pop-up stores, designated sales desks, and eventually their own physical stores.

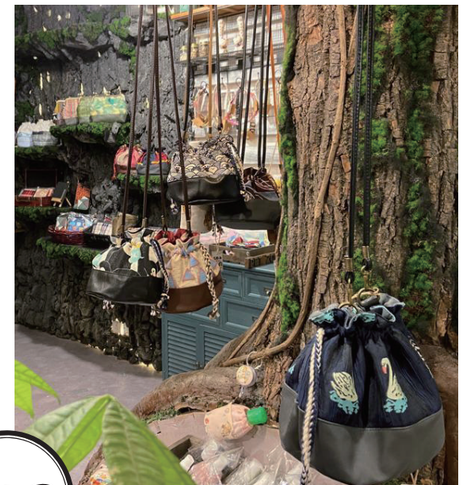
HANDMADE ROOM BY WONDERLAND H以多元化和美感原創為宗旨，集結許多香港，台灣及泰國等獨立手作品牌，推廣創意手作。品牌由D2 Place週末市集為起點，開展實體業務及接觸大眾，成功獲得市場關注，繼而藉D2 Place這個初創企業平台，逐步擴大業務規模至快閃店、銷售櫃檯，最終發展成實體店舖。



LITTLE HAP.B

Little Hap.B specializes in handcrafting fabric goods with individual designs. The brand starts off as one of the booths at the D2 Place Weekend Markets. With the great exposure they received at the markets, the brand soon opens their own pop-up store at D2 Place selling their original fabric goods and hosting sewing courses.

本地品牌Little Hap.B擅長設計及以人手製作各類型布藝品，透過D2 Place週末市集這個平台，成功吸納不少欣賞本地布藝的客人，及後在D2 Place開設快閃店，除了出售自家設計產品外，更開辦縫紉班，教授縫紉技巧，成功進一步擴充業務及建構品牌。

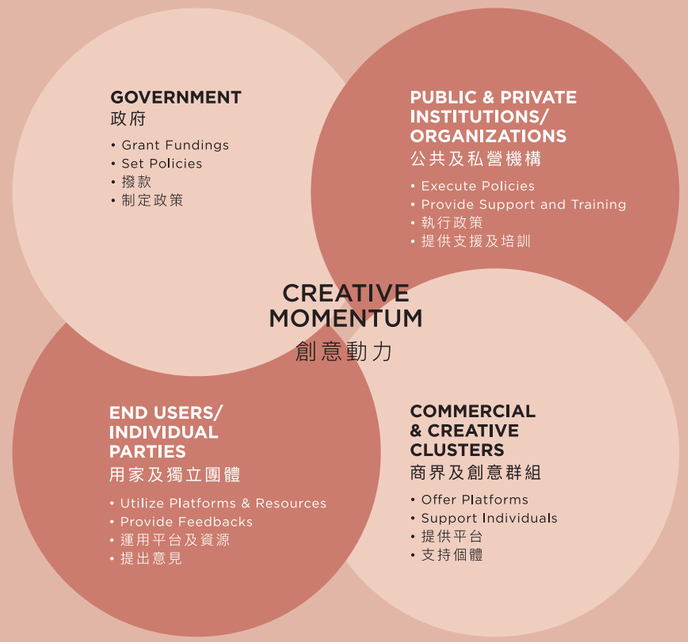


HONG KONG CULTURAL AND CREATIVE ECOSYSTEM

香港文化及創意生態

LAWSGROUP believes achieving "Creating Shared Value (CSV)" relies on both individuals and entities. To promote the sustainable development of Hong Kong' s cultural and creative industries, all stakeholders are encouraged to adopt CSV in their business models. Led by the HKSAR government and supported by commercial and creative clusters, a new Cultural and Creative Momentum has evolved in recent years and it has propelled D2 Place toward a cultural and creative hub with special appeal for the younger generations. As a shining, successful case under the Industrial Building Revitalization Scheme, D2 Place has gained appreciation from government, universities, and commercial entities and has become a subject of study for them. We believe more and more startups will benefit from the movement in the future through active collaboration across businesses, government and communities.

羅氏集團深信「創造共享價值」(CSV)有賴個人及所有群體的參與，因此積極鼓勵各個持分者將CSV理念應用於業務當中，從而推動香港文化創意產業的可持續發展。D2 Place透過近年由香港政府特意牽頭，與商界和創意產業群組合形成全新的「文化創意動力」，迅速發展成為年輕人的文化及創意地標，成為活化工廈政策的成功案例之一，獲政府、大學和商業機構支持，並成為研究課題。我們相信透過民商官跨領域的積極合作，未來將會更多初創企業從整個動力中受惠。



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」。

BUSINESS FOR SOCIAL GOOD GRAND AWARD
「商社共生」傑出大獎

In recognition of its dedication and proven results of D2 Place's innovative "Entrepreneurship Model", LAWSGROUP was conferred the Grand Award at the inaugural Business for Social Good Award organized by Our Hong Kong Foundation, a prestigious award recognizing corporates with exceptional contributions in Creating Shared Value.

The hotly-contested Award was independently judged by over 500 professionals, including corporate CEOs, non-governmental organization CEOs, and MBA students. It represents an unequivocal endorsement of the sterling effort of LAWSGROUP in implementing CSV in Hong Kong.

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

這個備受認同的獎項由超過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。

Guided tour and presentation of D2 Place for Mrs. Carrie Lam, Chief Executive of the HKSAR, Mr. Paul Chan, Financial Secretary of the HKSAR and Mr. Edward Yau, Secretary for Commerce and Economic Development of the HKSAR.

為香港特別行政區行政長官林鄭月娥女士、香港特別行政區財政司司長陳茂波先生及香港特別行政區商務及經濟發展區區長邱騰華先生介紹及導覽D2 Place。

PROMOTING CSV BEYOND LAWSGROUP

於集團以外推動創造共享價值

As one of its key missions in sustainable development, LAWSGROUP has been actively promoting the concept of "Creating Shared Value" across the city through media interviews and coverage, public speeches, seminars and contests, as well as other social and commercial events.

作為我們可持續發展的其中一個主要任務，羅氏集團一直積極透過媒體訪問及報導、演說、研討會、比賽及其他社會和商業活動，於城中推廣「創造共享價值」理念。

At the invitation of Shared Value Project Hong Kong, LAWSGROUP Deputy Chairman & CEO Mr. Bosco Law shared his visions on Creating Shared Value at CREATIVE COLLISION 2020.

羅氏集團副主席及行政總裁羅正杰先生接受Shared Value Project Hong Kong的邀請，於CREATIVE COLLISION 2020分享了他對「創造共享價值」的願景。

Led by LAWSGROUP Deputy Chairman & CEO Mr. Bosco Law, staff from different business units discussed the opportunities to support young creativity and digital art with representatives from School of Creative Media, The City University of Hong Kong.

羅氏集團副主席及行政總裁羅正杰先生帶領來自不同部門的員工與香港城市大學創意媒體學院的代表討論支持年輕創意和數碼藝術的合作計劃。

Invited by HSBC, LAWSGROUP Deputy Chairman & CEO Mr. Bosco Law shared his experience on implementing sustainable management and CSV across different business team.

羅氏集團副主席及行政總裁羅正杰先生接受匯豐銀行邀請，分享他對在各部門實行可持續管理以及「創造共享價值」的心得。

CSV
CREATING
SHARED VALUE

In recent years, more and more developers in Hong Kong have started to follow and adopt business models similar to D2 Place in their shopping malls, such as offering support to the creative community and local entrepreneurs, organizing contests for local students, setting up local handicraft zones, and recruiting local individual brands.

With increased recognition and staunch support from the community at large, LAWSGROUP will continue to strengthen communication and collaboration with its partners and relevant organizations to support more startups.

近年來，越來越多的本地發展商開始在他們的商場採用類似D２ Ｐｌａｃｅ的商業模式，例如支援創意產業及本地企業家、舉辦學生比賽、設立本地手作區、以及招攬本地獨立小店等。

得到廣大社會各界的認同和支持，羅氏集團於未來會繼續加強與合作夥伴及其他相關團體的溝通和合作，支援更多初創企業。

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

羅氏集團副主席及行政總裁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 one of the case partners of the Hong Kong Shared Good Values Competition organized by Wofoo Social Enterprises. LAWSGROUP Deputy Chairman & CEO Mr. Bosco Law was invited as one of the judges and award presenters.

羅氏集團是和富社會企業ＨＫＳＧＶ案例比賽的合作夥伴之一。羅氏集團副主席及行政總裁羅正杰先生獲邀請擔任評委和頒獎嘉賓。

LAWSGROUP Deputy Chairman & CEO Mr. Bosco Law shares his vision on sustainable fashion and green finance in an interview conducted by HSBC.

羅氏集團副主席及行政總裁羅正杰先生應匯豐銀行之邀請，分享他對可持續時裝和綠色金融的願景。

LAWSGROUP CFO (Manufacturing) Ms. Jenny Kwan outlines the Group's efforts in grooming local young brands with Hong Kong Productivity Council.

羅氏集團首席財務總監（製造業）關靜儀小姐向香港生產力局分享集團培育本地年輕品牌的工作。

PET-FRIENDLY ENVIRONMENT
寵物友善環境

D2 Place embraces cultural diversity and welcomes pets. Partnering with NGOs and animal welfare organizations, D2 Place organizes pet-themed weekend markets and carnivals for public and pets to enjoy. A park for pets is opened at the Rooftop Garden with pet facilities as a new inclusive leisure area. A number of pet-friendly shops such as Japanese pet supply store Petkoikoi in Phase ONE are introduced to the malls. Different cleaning supplies and tools at concierges are provided to create a barrier-free and thoughtful shopping experience for owners and pets.

D2 Place秉持支持本地多元文化及寵物友善的原則，除歡迎寵物內進外，亦不時與非政府組織和動物機構合作，舉行以寵物為主題的週末市集及嘉年華活動，更開放天台花園作「寵物共享」的休憩空間，以及引入多間特色寵物商鋪，包括位於一期的日式寵物超市Petkoikoi。D2 Place同時明白主人和寵物有不同需要，因此於顧客服務處提供不同清潔用品及輔助工具，提供多方面支援，締造無障礙商場體驗。

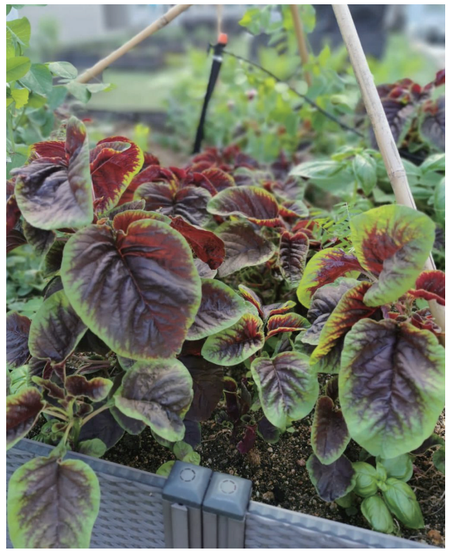
ROOFTOP GARDEN
天台花園

As a landmark building in Lai Chi Kok and a local community social hub, D2 Place has turned its Phase ONE rooftop into a dynamic and pet-friendly rooftop garden, while the Phase TWO rooftop has become a rooftop farm amidst the concrete jungle, in line with the Group's target of turning the buildings into eco-friendly malls. Through its rooftop farm that is brimming with vitality, D2 Place enables the public to embrace green living. The seasonal plantings cover more than 50 species of vegetables, fruits and herbs.

D2 Place extended the innovative idea to two new concepts: 'Farm to Table' and 'Farm to Market', collaborating with different tenant restaurants to serve fresh farm produce in their menus. D2 Place also collaborated with local farmers in organizing weekend markets that sell a variety of fresh local farm produce and seasonal flowers, thereby supporting local farming and enhancing public understanding of its growth potentials.

作為荔枝角區其中一座地標及連繫社區的橋樑，D2 Place將一期天台活化成充滿活力的寵物友善天台花園；而二期天台則配合集團訂定的商場綠化環保目標，搖身一變鬧市中的天台農場。D2 Place透過天台農場，為社區增添大自然充滿生機的一面，讓人擁抱綠色生活。農場按時節種植不同作物，作物數量多達五十種，由嫩綠蔬菜、清甜水果，以至鮮味香草，應有盡有。

D2 Place也乘勢推出「Farm To Table」及「Farm To Market」兩個延伸項目：率先夥拍餐飲商户不定期以天台農場新鮮收成的作物入饌，為大家帶來天然純粹的「Farm To Table」滋味；另一方面，商場聯同一眾本地菜農和花農，舉辦本地農作週末市集「Farm To Market」，售賣各色本地新鮮種植的農作物、農產品以及應節年花，讓大眾趁機了解本地農業發展，支持一眾農友。



SUPPORT FOR TENANTS AND SHOPPERS
與商戶及顧客同行

By supporting local brands, D2 Place promotes the concept of 'creating shared values'. Since 2019, all sectors of the economy have been beset with difficult challenges, and in alignment with Government's support measures, LAWSGROUP has repeatedly reduced rents or exempted tenants from rents altogether, depending on their nature of business and individual operating circumstances. This act of compassion has had a positive effect on the market, with many developers following suit in alleviating the financial burden of tenants.

D2 Place has taken the lead in helping publicize Government's support measures, including the various pandemic protection measures and relief funds, and the consumption voucher scheme. At the same time, the Group has spared no effort, both online and offline, in helping promote local startups, and create business opportunities for them.

D2 Place has implemented a number of measures to counter the pandemic, including installing automatic body temperature monitoring systems, and additional air purification machines at shopping malls; spraying nano anti-bacteria coating; the provision of alcohol-based washing fluid; and stepping up the frequency of cleaning and disinfecting, in order to safeguard the health of customers, tenants and staff, so that customers can enjoy a safe and stress-free shopping experience.

D2 Place透過支持本地品牌，積極推行集團的「創造共享價值」理念。自2019年，香港各類型企業均持續面對艱鉅營商挑戰，因此羅氏集團於2021年續配合政府推出的支援措施，多番向商戶提供租金減免，同時按個別商戶的業務性質和實際情況加大寬減程度，與受影響人士共度艱難時刻。集團此項舉措亦對其他地產商產生正面影響，效法推出類似方案幫助受影響商戶。

D2 Place亦牽頭全力支持政府推行的一系列資助計劃，包括向各商戶宣傳防疫抗疫基金及協助他們推行消費券計劃。同時結合線上線下方式，盡力宣傳本地初創公司，為他們創造更多商機。

針對疫情擴散，D2 Place採取了一系列的抗疫措施，包括在商場內放置多部空氣淨化機、自動體溫量度系統、使用納米抗菌塗層及提供酒精搓手液，同時加強清潔消毒，確保顧客、商戶及員工的健康，讓顧客在疫情下依然能在D2 Place安心購物。

AWARDS AND ACCOLADES
獎項與認證

As a leading F&B and entertainment hub, D2 Place has been awarded the FHKI's Hong Kong Q-Mark Service (Cyan) Scheme certificate, in recognition of its superior level of customer service. It also won the honor of 'My Favourite F&B Hotspot' in U Magazine's 'My Favourite Eatery Competition 2021'. In environmental protection, it received the Gold Award from Greeners Action in its Umbrella Bags Reduction Accreditation Program. Besides being awarded the 2020 Hong Kong Emerging Service Brand Awards by Hong Kong Brand Development Council, D2 Place was also recognized as one of the 2021 Top Ten Digital Experience Malls, as organized by Metro Finance radio station. Moreover, D2 Place TWO, The PowerPlay Arena and The Barn have been awarded the FHKI's Hong Kong Q-Mark Service (Cyan) Scheme certificate. The Group's retail business has pledged to continue delivering an excellent level of customer service, to consolidate its corporate image and strengthen customer loyalty.

FHKI's Hong Kong Q-Mark Service (Cyan) Scheme certificate

「香港Q嚮優質服務（藍金）計劃」認證

D2 Place不遺餘力，持續提升商場質素，在過去一年榮獲「香港Q嚮優質服務（藍金）計劃」認證、《U Magazine》「我最喜愛食肆選舉 2021」的「我最喜愛飲食熱點」獎項、綠領行動認可為減少使用 / 派發雨傘膠袋審核認證計劃金級及D2 Place榮獲香港品牌發展局頒發2020新星品牌服務獎，並於Digital Ex數碼體驗營銷大獎2021入圍十大最佳數碼體驗營銷商場大獎(50萬平方呎以下)。D2 Place二期、PowerPlay Arena及The Barn榮獲香港工業總會轄下之「香港優質標誌局」頒發的「香港Q嚮優質服務（藍金）計劃」認證，集團零售業團隊會繼續提供更優質的服務予客戶，以建立品牌形象和增強顧客忠誠度。

D2 Place recognized as 'My Favourite F&B Hotspot' in U Magazine's 'My Favourite Eatery Competition 2021'.

D2 Place榮獲《U Magazine》「我最喜愛食肆選舉2021」的「我最喜愛飲食熱點」獎項。

D2 Place as a finalist of the 2021 Top Ten Digital Experience Malls, as organized by Metro Finance radio station.

D2 Place入圍新城財經台舉辦「Digital Ex數碼體驗營銷大獎2021」十大最佳數碼體驗營銷商場。

D2 Place awarded 2020 Hong Kong Emerging Service Brand Awards by Hong Kong Brand Development Council.

D2 Place榮獲香港品牌發展局頒發2020新星品牌服務獎。

D2 Place received the Gold Award from Greeners Action in its Umbrella Bags Reduction Accreditation Program.

D2 Place獲綠領行動認證為減少使用 / 派發雨傘膠袋審核認證計劃金級。

D2 PLACE FESTIVE EVENTS AND PUBLIC ENJOYMENT

節日活動及公眾娛樂

LAWSGROUP is dedicated to creating top-shelf entertainment experiences, and makes judicious use of its D2 Place facilities to host an array of innovative cultural and seasonal activities. In the process, D2 Place has become a landmark hub in the district, and brought a new dynamism to the community.

羅氏集團用心為打造絕佳的娛樂體驗，在D2 Place舉辦多項引人入勝的創意、文化及季節性活動，推進D2 Place成為區內地標之餘，為社區增添活力。

FESTIVE EVENTS
節慶活動

D2 Place hosts regular events for the public to share in festive celebrations, including the Christmas-themed Ninja Villa on the rooftop garden, and a joint promotion with Windshield Charitable Foundation for under-privileged children in Sham Shui Po to join in the Christmas Snow fun. During the Chinese New Year period, D2 Place also organized a festive bazaar to spread the Spring Festival cheer.

D2 Place定期舉辦節慶活動，營造節慶氣氛，與眾同樂，包括聖誕節主題天台花園荔忍山莊，同時與宏施慈善基金合作，邀請居住在深水埗區的小孩參與《聖誕飄雪》活動。此外，D2 Place也於農曆新年期間，舉辦《香城年宵2.0》。

LOCAL EVENTS
本地娛樂

D2 Place has been a staunch supporter of local creative talents and has organized a variety of activities spanning lifestyle shopping, local brand promotions and musical events, for example, The D Game, Hong Kong's Top Ten Artisans Award 2021, Rooftop concert: Aloha Music Camp, White Market x ToNick – Here and Now, Tamjai Samgor Chill&Chilli Handicraft Bazaar x concert, and Hong Kong TOYCAR Salon 2021.

D2 Place一向積極推廣本地創意，舉辦各類型活動，涵蓋消閒購物、本地品牌及音樂元素，活動包括《The D Game》、《香港掂檔十大匠人2021》、《天台音樂會：呀～～露夏音樂營》、《白紙市集 X ToNick - Here and Now》、《三哥Chill&Chilli手作市集X音樂會》及《Hong Kong TOYCAR Salon 2021》。

MULTICULTURAL EVENTS
多元文化活動

D2 Place understands the rising importance of cultural exchanges and works closely with creative entities from all over the globe in such events as Le French May 2021, Canada Market, and the 2021 Japan Autumn Cultural Celebration, which served to enrich the local cultural scene.

D2 Place了解文化交流日益重要，因此經常與來自世界各地的創意團體合作，推出《法國五月藝術節2021》、《加拿大市集》及《2021秋日文化祭》，為大眾帶來非一般的多元文化體驗。

SALES REDEMPTION
推廣換領活動

The pandemic has not impacted the entertainment and shopping pleasures at D2 Place where visitors enjoy a plethora of redemption privileges in such promotional activities as Draw Your Power, Dog2gather, and other benefits associated with the government's consumption voucher scheme. Other popular redemption promotions include Minions Run Hong Kong 2021, and Cardcaptor Sakura Clear Card Run HK 2022.

疫情無損D2 Place的購物娛樂體驗，多項活動包括《Draw Your Power》、《Dog2gather》《開心出行》、《賞！我都好想！》及《飛埋嚟有著數》，讓大眾消費的同時，盡享優惠。另外，D2 Place也與《Minions Run Hong Kong 2021》及《百變小櫻Clear咭路跑2022香港站》合作，提供換領活動名額。

COLLABORATION EVENTS
合作活動

D2 Place adopts an open and inclusive approach in its external collaborative activities, such as the 63rd anniversary of Nissin instant ramen promotion, Top Ten Local Artisans' Workshop, the 6th Retro HK Gaming Expo, Pocari Sweat Ion Water's Summer Garden, UNBOX CHRISTMAS COUNT DOWN, PowerPlay Arena x Walch joint promotion, and Dreamcatcher x Pomato –Siu4 Market.

D2 Place時常與不同團體合作，透過融入更多獨特元素，打造別出心裁的活動，如《日清食品齊齊即食麵誕生63周年》、01空間《十大匠人限定系列工作坊》、《第6屆香港復古遊戲展覽》、《寶礦力水特全新低糖低卡ion water呈獻「初夏の祈願庭」》、《UNBOX CHRISTMAS COUNT DOWN》、《PowerPlay Arena聯乘威露士推出「至Q潔盟」別注版酒精搓手液》及《「麥田捕手x小薯茄–Siu4市集」發行PowerPlay Aren快證》。

GREEN EVENTS
綠色活動

As a firm believer in green living, the Group helps spread the message through a number of sustainability-related activities, such as 'Small trees, deep roots' Botanical Market, DLGM5 Camping Gear Bazaar, and Easter Egg workshops.

羅氏集團致力秉持綠色原則，期望透過舉辦活動，宣揚綠色生活理念，鼓勵大眾接觸大自然。精彩活動包括《樹小·根心珍奇植物市集》、《DLGM5露營裝備市集》及復活節活動《齊齊玩蛋了》。

D2 Place Marketing and Leasing Manager Ms. Vicky Lui and Nissin Foods Company Limited (Hong Kong) Marketing Assistant Manager Ms. Suwa So presented the prize to Ms. Wu, the winner of 63rd anniversary of Nissin instant ramen promotion (From left to right).

D2 Place市場及租務經理呂智樂小姐及日清食品（香港）市場部助理經理蘇煒華小姐頒獎予《日清食品齊齊即食麵誕生63周年》活動得獎者胡嘉瑤小姐（由左至右）。

MADE IN HONG KONG 香港掂檔

With the objective of stimulating and supporting local creativity, LAWSGROUP initiated the "Made in Hong Kong" campaigns in 2017. In collaboration with over 200 public and private organizations, the campaign rolls out various signature events every year. Highlight events include Street Carnival and Top 10 Artisans Award, and other local and overseas showcase opportunities. The brand also launched a gallery store Zaap Zok [3] for the winners and. participants of the campaign to showcase their creativity and works. "Made in Hong Kong" has soon become a signature platform for creative individuals to unleash their talents, driving the development of creative industries in Hong Kong.

The first-ever "Made in Hong Kong" Street Carnival was organized in West Kowloon in celebration of the 20th anniversary of the establishment of the HKSAR in 2017. It was very well received and became an annual event in the community. D2 Place collaborates with over 150 public and private entities for the event every year, bringing a wide range of game booths, food stalls, music shows, and dance performances to entertain the public

為鼓勵及支持本地創作，羅氏集團於2017年成立「香港掂檔」，每年均與超過200個公私營機構合作，推出多項重點活動，包括街頭嘉年華及十大匠人選舉以及其他本地和海外展出機會，品牌更開設首家藝品廊——集作，讓參與品牌活動的本地設計師展示其產品。「香港掂檔」迅速發展成為創意團體提供發揮創意的平台，推動創意產業發展。

為慶祝香港特別行政區成立20週年，首屆「香港掂檔」街頭嘉年華於2017年在西九龍舉辦，成為政府認可的慶祝活動及品牌的年度重點活動。D2 Place每年都會與150多個政府部門和私人機構合作，帶來各種各樣的遊戲攤位、小食攤檔、音樂表演等等。

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

TOP 10 ARTISANS AWARD

十大匠人選舉

"Made in Hong Kong" inaugurated the "Top 10 Artisans Award" in 2017 as part of its annual campaign, with the mission of promoting local creativity and artisan craftsmanship. In 2021, the fourth "Top 10 Artisans Award" was held with over 300 artisans and market organizers competing for 12 awards, including cash sponsorship, free consignment services, exposure opportunities, and more.

"Top 10 Artisans Award" is the first and only platform in Hong Kong dedicated to the recognition of local designs and handicraft brands. It is also the only award combining public voting and professional judging in the adjudication process, and is widely coveted and supported by practitioners in the creative clusters.

「香港掂檔」於2017年首次舉辦年度活動「十大匠人選舉」，旨在推廣本地的原創及匠人工藝。2021年，「香港掂檔」舉辦第四屆「十大匠人選舉」，並吸引超過300個本地手作單位及市集組織參與及競逐12個獎項，獎品包括免費現金資助、寄售服務、曝光機會等。

「十大匠人選舉」是香港首個亦是唯一一個表揚本地設計和手工藝品品牌的平台，亦是唯一一個結合公眾投票和專業評審的獎項，並得到創意群組的廣泛認可和支持。

SUCCESSFUL CASES 成功案例

Shabibi Sheep Workshop

Shabibi Sheep Workshop, a local cement art brand inaugurated by Sharon Yeung and Vincent Woo, won the Gold Award in the 3rd Made in Hong Kong Top Ten Artisans competition. It has since gained valuable public exposure and recognition, as well as collaboration opportunities, through its participation in D2 Place Weekend Markets. D2 Place has also held workshops in collaboration with local media HK 01, teaching participants how to make plates with marble textures, and appreciate the brand's characteristics and design concepts.

由自學藝術家Sharon Yeung與Vincent Woo創立的香港水泥藝術創作品牌Shabibi Sheep Workshop榮獲香港掂檔第三屆十大匠人選舉「我最撐匠人」金獎。品牌藉D2 Place週末市集進行實體業務，獲得本地市場關注、曝光及合作機會。而D2 Place今年亦聯同屬本地媒體香港01的01空間，舉辦十大匠人限定系列工作坊，指導參加者製作大理石紋水泥置物碟，讓大眾深入了解品牌特色及設計理念。

7ohnee

Born and bred in Hong Kong, illustrator Johnee Lau is the champion in the Top 10 Artisans Award 2019 with his brand “7ohnee”. D2 Place provided the launching pad for this top creative talent by organizing promotional activities such as media interviews, product launches, a themed Christmas campaign, and more, to help create brand awareness.

於香港土生土長的網絡插畫家劉冠瑤（Johnee）以其品牌「7ohnee」贏得2019年「十大匠人選舉」的冠軍。為推廣他的品牌創意，D2 Place提供了不同商業機會和推廣支援，包括安排媒體採訪、引入主題產品、舉辦主題聖誕活動以及與商戶的聯乘機會，將品牌帶到公眾目光。

ENGAGING WITH THE COMMUNITY

投入社區

ENGAGING WITH THE COMMUNITY

CORPORATE SOCIAL RESPONSIBILITIES

投入社區

As a conscientious business enterprise and employer, LAWSGROUP is very conscious of its corporate social responsibilities. Back in 2012, it established a Corporate Volunteer Advisory Committee that encourages its employees and their relatives to help build a harmonious society through volunteer service.

羅氏集團關懷社群，積極履行企業社會責任，因此於2012年成立「企業義工服務顧問團」，鼓勵員工及其親友參與義工服務，致力構建和諧社會。

DONATION TO SUPPORT THE FIGHT AGAINST COVID-19

海外及香港企業義工防疫基金捐款

The severe epidemic has spread all over the world and hence resulted in a lack of medical supplies and necessities. Therefore, staff from Vietnam have made a donation to the local government vaccination fund for the purchase of vaccines.

抗疫無國界！新冠疫情蔓延全球，各個地區醫療物品及生活用品短缺，越南同事響應呼籲，紛紛踴躍推動捐款予當地政府防疫活動，支持政府的疫苗採購，共同抗疫。

SPONSORING CHILD PROTECTION SCHEME

「童行 同心」保護兒童計劃

The Group is a part of the Child Protection Scheme「童行·同心」and is pleased to support this meaningful activity by sponsoring the event. The event is designed to lift public awareness on child protection, including the mental wellness of the carers, so as to help build harmonious families, and prevent child abuses.

集團參與宣傳「童行．同心」計劃，希望大眾延續合力保護兒童精神，讓他們在愛中成長，提升保護兒童的意識。

GIVE BLOOD SHARE LOVE

捐血展愛心

The Group has long supported the concept of regular blood donation as a part of its social responsibility campaign. Members from our Corporate Volunteer Service Advisory Group first invited and joined hands with shops around the district to organize a blood donation day with Halloween theme and encourage the public to participate. In 2021/2022, a total of 600 blood donors and registrants for bone marrow donation were recorded.

集團多年來一直支持捐血活動，企業義工隊同事首次邀請了區內商戶攜手合作舉辦Halloween萬聖節主題捐血日，鼓勵大眾市民恆常捐血，履行企業社會責任。2021/2022年度收集了超過600位熱心人士的寶貴血液和登記骨髓捐贈。

PROJECT WESHARE

Project WeShare - FUN享換物大行動

In support of the United Nations' World Environment Day on 5th June, the Group organised Project WeShare – FUN to bring the Group's environmental protection and sustainability culture forward. The project reduces wastage and facilitates sharing.

為響應聯合國世界環境日，企業義工積極鼓勵同事以身作則實行「斷 · 捨 · 離」，支持環保及構建集團可持續文化，重用資源以減少浪費，實行共享閒置物品！

YARN BOMBING @SSP

Yarn Bombing@SSP
編織社區藝術！為深水埗社區添上色彩！

Yarn Bombing@SSP brought a sea of vibrant colors to Lai Chi Kok as lovely hand-knit animal figures were mounted at Cheung Yee Street and Cheung Lai Street just outside D2 Place and is available for viewing until mid 2022. The animal figures were the combined efforts of a leading local artisan in hand-knitting, and artists of the local knitting brand, hoopla.

The activity is a community-building event spearheaded by Lawsgroup Charity Fund in collaboration with Laws Knitters, Textile Council of Hong Kong, Hong Kong Woollen & Synthetic Knitting Manufacturers' Association, and the Sham Shui Po District Office.

Yarn Bombing@SSP旨在連繫時裝與藝術，由本地針織匠人及針織品牌hoopla設計師以人手一針一線製作，編織了一隻隻可愛趣緻的針織動物，以它們粉飾荔枝角長義街及長荔街D2 Place對出位置，並展出至2022年中旬。匯聚了區內一班年青朋友的同時，更支持本地創意文化，將Fashion元素帶到每個角落，同時讓本地設計師們展露創意。

活動在深水埗民政事務處的協助下，由羅氏集團慈善基金牽頭，夥拍羅氏針織、並且獲得香港紡織業聯會及香港羊毛化織針織業廠商會全力支持。

CONNECTING SHAM SHUI PO
連繫深水埗

Rooted in Sham Shui Po District for more than 45 years, LAWSGROUP has been actively investing in the development of its home district. In recent years, its cultural and creative project D2 Place has evolved to become a cultural landmark of West Kowloon. Through its unrelenting efforts, LAWSGROUP has set off a new creative wave in the community. It also takes a pro-active approach in connecting with different stakeholders in Sham Shui Po, including government departments, business sectors, and cultural professionals to brainstorm ideas. Leveraging D2 Place's success and valuable experience, LAWSGROUP hopes to spearhead a range of community projects with the local groups, including building connection systems, organizing regional cultural activities and more, with the aim of creating synergistic effects across the area. By forming a unique ecosystem for the whole Sham Shui Po District, LAWSGROUP hopes to create an even more successful and vibrant Sham Shui Po District into the future and build a long-term cohesive development force for West Kowloon.

To fight the pandemic, LAWSGROUP has collaborated with the Sham Shui Po District Office in implementing the use of the anti-virus 3D printing material to public facilities and also "three-nil buildings" in the district, as an effective solution to improve public health and cleanliness. Meanwhile, the Group has provided 2 floors of its property at 822 Lai Chi Kok Road to the Sham Shui Po District Office with all rentals covered for a new storage for anti-pandemic supplies to support their vaccination scheme.

羅氏集團扎根深水埗區逾四十五年，一直以來積極投放資源推動區內發展。近年透過旗下文化創意項目D2 Place，掀起嶄新創意風潮，成為西九龍文創新地標。羅氏集團亦積極連繫區內不同持份者，包括政府部門、商界、文化界等專業人士集思廣益。集團期望透過 D2 Place 的成功經驗，牽頭區內團體共同開展不同社區項目，包括大廈連接系統、地區性文化活動等，於整區產生協同效應，打造獨有生態系統，攜手締造一個更美好及朝氣勃勃的深水埗區，為整個深水埗區以至西九龍提供長遠穩健的發展力量。

為對抗疫情，羅氏集團與深水埗民政事務處緊密合作，在深水埗區內之公共設施以及「三無大廈」(即無業主立案法團、無居民組織，無管理公司) 應用防病毒與細菌三維打印物料，抗疫同時提升公共衛生及社區清潔。此外，集團向深水埗民政事務處免費借出旗下物業荔枝角道822號兩層單位作儲存防疫物資，支援深水埗民政事務處的「同『深』齊接種」疫苗活動。

In support of government's Early Vaccination for All campaign, the Group has launched a campaign to encourage the public to get vaccinated, thereby lifting the city's vaccination rate and achieving a higher degree of community protection.

集團亦響應香港政府「全城起動 快打疫苗」運動，推動深水埗區內商戶參與「『針』強健康」疫苗計劃，鼓勵大眾接種疫苗，建立全社會保護屏障。

DESIGNING DUTCH TULIPS IN HONG KONG ONLINE WORKSHOP
「DESIGNING DUTCH TULIPS IN HONG KONG 線上工作坊」

Propelling environment protection has long become the theme of the Art of MY Family's community art events. May Yeung, the founder of the Art of MY Family, expressed her gratitude to LAWSGROUP and D2 Place for supporting "DESIGNING DUTCH TULIPS IN HONG KONG ONLINE WORKSHOP". Having the members of The Dutch Chamber of Commerce in Hong Kong and the children from Jockey Club Lei Yue Mun Plus create tulips and butterflies with recycled Lunar New Year red packets, Art of MY Family and LAWSGROUP promoted recycling and build a community through art.

《藝術有嘉》的社區藝術活動一向以環保為主題，機構創辦人楊嘉美衷心感謝羅氏集團及D2 PLACE支持「DESIGNING DUTCH TULIPS IN HONG KONG 線上工作坊」，贊助及提供回收利是封，讓香港荷蘭商會的會員及賽馬會鯉魚門創意館的兒童一起參與創作紙藝鬱金香及蝴蝶。通過藝術，提倡廢物創新環保意識，建立一個共融社區。

The workshop hosted for children at Jockey Club Lei Yue Mun Plus in 17th April, 2022.
2022年4月17日為賽馬會鯉魚門創意館兒童舉辦的工作坊。

The workshop hosted for the members of The Dutch Chamber of Commerce in Hong Kong in 12th April, 2022.
2022年4月12日為香港荷蘭商會會員舉辦的工作坊。

FASHION FARM FOUNDATION

ABOUT FASHION FARM FOUNDATION
關於 FASHION FARM FOUNDATION

FASHION FARM FOUNDATION

Fashion Farm Foundation (FFF) is a non-profit organization founded in 2012. Its core mission is to foster the fashion industry development in Hong Kong and promote local fashion brands worldwide. As a founding patron, LAWSGROUP has steadfastly provided financial, operational, and venue sponsorships to FFF since its creation.

In collaboration with government departments, public and private institutions, commercial entities, and other stakeholders in the creative industries, FFF has organized a wide range of workshops, exhibitions, fashion shows and other outreach activities. Signature campaigns include HKFG Program, FFFRIDAY, and Fashion Express: The Greater Bay Design Parade supported by CreateHK, offering great opportunities for local emerging designers to showcase their talents and explore business opportunities.

非牟利機構Fashion Farm Foundation（FFF）於2012年成立，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。作為創始贊助機構，羅氏集團自FFF成立以來，一直提供資金、營運及場地支持，支援FFF的發展。

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，舉辦各種工作坊、展覽、時裝表演及其他推廣活動，重點活動包括由「創意香港」全力支持的HKFG計劃、FFFRIDAY以及大灣區—時尚．出行，為本地新興設計師提供展示才華及探索商機的機會。

ABOUT FASHION FARM FOUNDATION

Since 2012, Fashion Farm Foundation (FFF) has been actively connecting Hong Kong fashion designers with both local and global buyers and retailers, fostering business opportunities between them.

自2012年，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。
於過去十年間

Travelled to

12

Major Fashion Cities including :

到訪過11個主要時裝城市：

Travelled to 12 major fashion cities, including Paris, London, New York, Dubai, Tokyo, Singapore, Beijing, Shanghai, Qianhai Shenzhen, Hengqin Shenzhen, Macau and Guangzhou

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、澳門及廣州。

Collaborated with 90

90

partners and organizations

與超過90個團體和機構合作

Benefited more than

290

Designers (Fashion and Related)

讓超過290位時裝及相關設計師受惠

Reached an audience of

6,500,000

in Hong Kong, 32,000,000 in mainland China, and 2,300,000 others globally

接觸到650萬名香港受眾、3,200萬名中國內地及230萬名海外群體

Generated business value equivalent to

HK$58,000,000

for the industry

為行業帶來港幣5,800萬元的商業價值

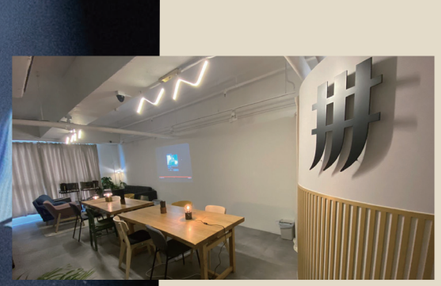
WHITELISTED CONCEPT STORE

WHISTELISTED 概念店

WHITELISTED is a non-profit fashion platform co-founded by Novelty Land and FFF. With financial, operational and venue sponsorships from LAWSGROUP, WHITELISTED opened its first concept store in D2 Place with the aim of promoting Hong Kong fashion designs and enhancing local brand awareness across the APAC region.

Apart from featuring local design products, WHITELISTED also collaborates with various brands and parties in the creative industry by hosting a variety of fashion and cultural events, such as fashion shows, exhibitions, workshops, and more.

WHITELISTED是一個由Novelty Land和FFF共同創立的非牟利時裝平台，獲得羅氏集團的資金、營運和場地贊助，WHITELISTED成功於D2 Place開設了首間概念店，並以於亞太區推廣香港時裝設計以及提升本地時裝品牌知名度為己任。除了售賣香港設計產品，WHITELISTED亦與不同的創意產業團體合作，舉辦各種時裝和文化活動，如時裝表演、展覽及工作坊等。



FFFotoautomat

In consonance with the cutting-edge image of 'the gaTe' on the fourth floor of D2 Place ONE, FFF, with the support of LAWSGROUP, transformed a vacant place there into a selfie place named FFFotoautomat. Conceptualised by a local architect, the design encapsulates the dual elements of a vintage theatre of the 1990's and the Photoautomat that has been a big hit in Europe in recent years. The public enjoys free admission to FFFotoautomat where they can have four snaps taken in rapid succession. Since its opening in mid-2021, more than 7,000 visitors have had their souvenir photos taken.

FFFotoautomat is located at the entrance of Community Space, a venue newly established by FFF that serves a multitude of functions. In collaboration with members of the creative industry, FFF holds periodic activities such as seminars, exchange gatherings, exhibitions and cinema evenings.

為配合D2 Place一期4樓"the gaTe"的時尚區域新形象，在羅氏集團的支持下，FFF於2021年中將其位於D2 Place一期4樓的一個空間改裝成一部自助時尚快相機「FFFotoautomat」，「FFFotoautomat」由一位香港建築師設計，其設計概念來自1990年代的懷舊戲院裝飾以及近年在歐洲流行的連環快拍快照機（Photoautomat），公眾可免費入內拍攝4格連環時裝快照。開業半年多以來，已獲超過7,000人前來拍照留念。

FFFotoautomat除了是一部自助時尚快照機外，亦是FFF新建的Community Space入口，此空間富多功能性用途，而FFF亦不定期在這裡與不同創意業界單位攜手舉辦分享會、藝術交流、展覽、電影夜等活動。

FASHION PORT 時尚 · 海港

FASHION PORT 時尚・海港 is the first fashion extravaganza to be sponsored under the HKSAR government's Professional Services Advancement Support Scheme, since the onset of the pandemic. Through participation in activities such as the 2022 Spring/Summer Shanghai Fashion Week@XinTianDi and MODE SHANGHAI, the event serves as a bridge between Hong Kong and Mainland fashion designers, facilitating closer exchanges, collaboration and contact. At the same time, it also enables local designers to break into the Mainland market, promote the excellence of Hong Kong fashion designs, pool their collective creativity, and take the industry to new heights.

FASHION PORT 時尚・海港 concluded successfully with participating Hong Kong designers making their appearance in the Shanghai Fashion Week. It was an event overflowing with glitz and glamour, and captured the attention of the entire nation with fruitful results.

「FASHION PORT 時尚・海港」是自疫情大流行以來首項獲得香港特別行政區政府「專業服務協進支援計劃」贊助的時尚企劃，透過參與2022春夏上海時裝周@新天地發佈及MODE SHANGHAI上海服裝服飾展等時尚活動，構築一個連結香港時裝設計師與國內時裝業界人士的橋梁，讓雙方得以進一步交流、切磋和聯繫，同時給予本地設計師機會朝國內市場啓航，推廣香港時裝設計業，與業界分享創意力量，迸發出更多火花。

「FASHION PORT 時尚・海港」圓滿落幕，率領一眾香港設計師亮相上海時裝周，投入全國觸目的時裝盛典，綻放璀璨的時尚光彩，結下豐碩的成果！

時尚·海港 FASHION PORT

Many international fashion events have been cancelled due to the pandemic. As a result, many a fashionista has long been starved of real-life fashion shows.

FFF strived for an opportunity to host FASHION PORT 時尚•海港, bringing 20 Hong Kong fashion designers to showcase their creations at the 2022 Spring/Summer Shanghai Fashion Show. The participants included:

多項國際時裝盛事因嚴峻的疫情沉寂多時，不少時裝愛好者引頸盼待實體時裝展，因此Fashion Farm Foundation (FFF) 爭取機會主辦時尚企劃「FASHION PORT 時尚•海港」，並帶領20位香港時裝品牌設計師登上2022春夏上海時裝周的大舞台，彰顯創意新高度，當中包括：

- ANGUS TSUI by Angus Tsui,
- DEMO by Derek Chan,
- REDEMPTIVE by Wilson Choi,
- Tak.L by Tak Lee,
- athenaeum (m.) by Maness Ko,
- FromClothingOf by Shirley Wong,
- PONDER.ER by Alex Po & Derek Cheng,
- SUN=SEN by Sun Lam,
- VINCENT LI by Vincent Li,
- YMDH by Jason Lee,
- BIG HORN by Kevin Ching,
- Faith& Fearless by Bob Lei,
- hoopla by Wayne Lo & Kit Lee,
- KIBO by Natalie Chow,
- Lola Von Vega by Candace Cheung,
- METHODOLOGY by Glori Tsui,
- Midnight Factory by Auston Tse,
- Playful Socks by Brian Ching,
- SWEETLIMEJUICE by Simpson Ma
- Syzygy OutdoorGear by Patrick Lee

The event comprises a number of activities 活動包括：

Showroom MODE SHANGHAI
SHOWROOM 陳列室 – MODE SHANGHAI
上海服裝服飾展

In line with its commitment to promote Hong Kong fashion design in the Mainland, FFF seized the opportunity of MODE SHANGHAI to set up a showroom to showcase the exquisite designs of 20 elite Hong Kong designers. The occasion served as a bridge for meaningful exchange between our designers and Mainland fashionistas, and the perfect opportunity for the industry to gain appreciation of Hong Kong fashion design labels.

FFF一直不遺餘力在國內推廣香港時裝設計，今次「FASHION PORT 時尚·海港」之行更於MODE SHANGHAI上海服裝服飾展期間，設立陳列室讓20位傑出的香港時裝設計師的作品聚首一堂，於陳列室展示其優秀作品。在這個微妙的展示空間內，設計師與國內時裝愛好者建構交流和互動的橋樑，提供強化業界人士對香港時裝品牌瞭解的絕佳機會。

Fashion show - 2022 Spring/ Summer Shanghai Fashion Week @XinTianDi
FASHION SHOW 時裝秀– 2022 春夏上海時裝週
@XinTianDi作品發佈會

Fashion show - 2022 Spring/Summer Shanghai Fashion Week@XinTianDi

Four Hong Kong designers, Angus Tsui, Derek Chan, Wilson Choi and Tak Lee, appeared in the fashion show held at Shanghai's trendy landmark XinTianDi to launch their latest fashion series. Their unique and mesmerizing design styles captured the attention of the fashion industry and fashionistas with their boundless creativity, putting Hong Kong fashion designs in the limelight.

由香港四位設計師Angus Tsui、Derek Chan、Wilson Choi及Tak Lee領軍，登上春夏上海時裝周@新天地作品發佈會，於上海時尚地標新天地發表品牌最新系列，各人均以其獨特兼具美感的設計風格吸引台下一眾業界人士及時尚達人的眼球，將本地的創意實力表露無遺，將本地設計光芒綻放伸展台。

Hong Kong Fashion Guidebook - 'Hong Kong Fashion Design Yellow Pages'
HONG KONG FASHION GUIDEBOOK –《香港時裝黃頁》

FFF presents a comprehensive picture of Hong Kong's fashion design prowess by assembling the dossier of 77 of the city's leading fashion designers into a unique 'Hong Kong Fashion Design Yellow Pages', together with a floor map of the Shanghai Fashion Week showroom, giving readers an indelible impression of Hong Kong designers' charisma

FFF凝聚香港時裝設計力量，蒐集77位香港時裝設計師的檔案，結集成獨一無二的《香港時裝黃頁》，並隨書附上上海時裝周陳列室地圖–最完整的香港時裝全貌躍然紙上。手執一本黃頁，在字裡行間感受香港時裝匠人的深刻魅力，以文字匯聚香港時裝設計師的魅力。

Sharing session - SS22 Shanghai Fashion Week online exchange
SHARING SESSION– SS22上海時裝週活動網上分享會

The online exchange provides the platform for the five designers, Derek Chan, Angus Tsui, Doris Chan, Wayne Lo and Auston Tse, who participated in the 2022 Spring/Summer Shanghai Fashion Week@XiTianDi as well as MODE SHANGHAI, to share ideas and insights with the co-organizers, including the Hon Sunny Tan, HKSARG Legislative Councillor representing the Textiles and Garment sector; Mr. Will Li, Assistant Director (Business Development) of the Hong Kong Trade Development Council; and Dr. Magnum Lam, Associate Professor of the Hong Kong Polytechnic University's Institute of Textiles and Clothing.

The online exchange comprises two sessions, focusing on SS22 Shanghai Fashion Week@XinTianDi and SS22 MODE SHANGHAI respectively. To conclude this event, a documentary on the highlights of the Shanghai activities was premiered.

分享會以網上形式進行，讓參與2022春夏上海時裝周@新天地作品發佈會及MODE SHANGHAI上海服裝服飾展的時裝設計師Derek Chan、Angus Tsui、Doris Chan、Wayne Lo及Auston Tse與合作機構–香港特區政府立法會議員（紡織及製衣界功能界別）陳祖恒先生、香港貿發局 - 業務發展副總監Mr. Will Li及香港理工大學紡織及服裝學系研究助理教授Dr. Magnum Lam分享寶貴的活動經驗。是次分享會共設兩個分享環節，分別為圍繞著2022春夏上海時裝周@新天地發佈時裝展及2022春夏MODE SHANGHAI上海服裝服飾展。同場更首次上映上海活動紀錄片，回顧精彩的活動時刻，為是次時裝項目總結。

HKFG PARIS SS22

FFF presented the Spring/Summer 2022 collections of PabePabe, PONDER.ER and VANN at HKFG Paris SS22, an international fashion program under the auspices of CreateHK. During the Paris Fashion Week, three Hong Kong labels launched their latest collection both digitally and physically, making use of their versatile mode of presentation of the last season.

Fashion Farm Foundation（FFF）與香港時裝品牌PabePabe、PONDER.ER及VANN再度攜手踏足巴黎，讓他們參與由創意香港（CreateHK）贊助的國際時裝企劃HKFG Paris SS22，展示他們最新的2022春夏季系列。承接上一季破格的展示模式，今季HKFG項目繼續結合線上及線下元素，於國際舞台上呈現本土設計作品。

CORE PROGRAMS

To generate more business opportunities and increase media exposure for the HKFG Paris SS22 designers, FFF partners with the online platform LN-CC to launch a special selection of the designers' latest collections during Paris Fashion Week. This partnership serves to present in all their glory the diversity and potential of Hong Kong designers.

為讓參與HKFG　SS22的設計師得到更多曝光和銷售機會，FFF首次與網上時裝零售平台LN-CC合作，於巴黎時裝周期間推出設計師一系列精選的新作，致力展現香港設計師的潛力和多樣性。

FASHION FORWARD GBA 2022

大灣區 – 時尚躍進2022

In 2019, FFF successfully held the GBA's inaugural fashion extravaganza「大灣區－時尚・出行」as a vehicle to promote the fashion and creative industries in the area, with the co-operation and active participation of many partners.

2019年，FFF順利舉行了大灣區內首個以時裝為主題的大型項目–「大灣區–時尚·出行」，借此推動區內的時裝及創意行業發展，活動的成功有賴各方的配合和積極參與。

Based on this successful experience, and with the support of the HKSARG, FFF will be staging, from April to September 2022, a brand new mega event, 'Fashion Forward GBA 2022', which will be one of the major celebratory events to mark the auspicious occasion of the 25th anniversary of the founding of the Hong Kong Special Administrative Region. A plethora of events will be held in five major cities of the GBA, including Guangzhou, Zhuhai, Foshan, Shenzhen and Hong Kong, with the aim of strengthening inter-city liaison, facilitating professional exchanges, and creating more development opportunities for the fashion industry in Hong Kong and the entire GBA.

承接上屆以及在香港特區政府的支持下，FFF將於2022年4月到9月舉辦全新項目-「大灣區—時尚躍進2022」，是次項目為慶祝香港特別行政區回歸25週年的其中一個重點大灣區活動。整個項目將會於大灣區內五大重點城市－廣州、珠海、佛山、深圳以及香港舉辦不同活動配合宣傳，深化城市間的連繫，同時促進專業交流，為香港時裝設計業以至區內的未來發展創造更多可能性。

A series of scintillating fashion events will be held on rotation in various GBA cities, including Fashion Bond, a series of fashion exhibitions; Fashion Force, a series of fashion shows; Fashion Beat, a series of fashion musical evening shows; and Fashion Discovery, a series of fashion exchange seminars.

項目將會與大灣區內的官方時裝展合作，並於周邊城市舉辦一系列緊扣的活動配合宣傳，如時裝展、音樂展、展覽及分享會，從而：

- The event is to promote the synergistic development of the creative industry in the major GBA cities, thereby creating more growth opportunities for Hong Kong fashion designers. In collaboration with other official fashion shows in the GBA, complementary promotional activities will be organized in various peripheral cities.

- 促進區內更多重點城市間的創意工業協同發展，並為香港時裝設計人材開拓更多區內發展機遇，為時裝設計業的未來發展創造更多可能性。

- The event is to foster closer exchanges among the GBA's fashion industry practitioners, fashion schools and related professional entities, thereby pooling the resources of Hong Kong and other GBA cities to nurture design talents who show strong potentials, and possess a creative mind as well as a spirit of perseverance.

- 加強大灣區內時裝設計從業者、服裝院校及專業團體的交流，藉此開拓香港和區內其他城市的資源共享，從而培養富有潛力、具有創新視野和實踐才能的設計人材。

- The event is to lift the public's knowledge of and degree of participation in the GBA's fashion industry; deepen inter-city liaison; transcend territorial boundaries; and elevate creativity to another level.

- 提升大眾對大灣區時尚產業的認識和參與度，拓寬區內的產業發展之餘，同時深化城市間的連結，透過打破地域界限，碰撞出新的創意火花。

FASHION BOND	大灣區時尚聯結巡展（時裝巡迴展覽）
FASHION FORCE	大灣區時尚力聯合秀（時裝秀匯演）
FASHION BEAT	大灣區時尚音樂節拍（時尚音樂夜）
FASHION DISCOVERY	大灣區時尚之旅分享會（時尚之旅分享會）

LOOKING TO THE FUTURE 展望將來

Notwithstanding the many uncertainties facing the Group in various parts of the world in 2021 and 2022, it has soldiered on fearlessly. Based on its untiring efforts in the past five years, it has now entered Stage Two of its 15-year Sustainable Development Plan, which is most gratifying.

After steadily instilling the concept of sustainable development into all levels of staff, the Group is switching its focus to individual departments with detailed procedures, including acquainting staff of its various businesses with the target of controlling global warming to a temperature rise of not more than 1.5°C Degree Centigrade; widely adopting new technologies; lifting productivity; developing environmentally-friendly commercial centers and smart buildings; facilitating the implementation of sustainable development in the community; and supporting Hong Kong's Climate Action Plan.

The Group's reinforced green efforts have not gone unnoticed, as we received in 2021 a Certificate of Excellence and a Special Recognition for 'Outstanding Sustainability Initiative: Social Dimension' in the Hong Kong Sustainability Award organized by the Hong Kong Management Association. Furthermore, the Group's Jun Wei apparel factory in Zhuhai, and Karisma apparel factory in Myanmar have been awarded the WWF Gold Label in recognition of its achievement in reducing carbon emission in manufacturing, and fulfilment of its CSR objectives.

In its day-to-day operations, the Group will maximize opportunities for staff to come to grips with the concept of 'design thinking', and encourages them to come up with innovative solutions to problems, thereby upgrading the overall team performance. In keeping a close eye on the changes in the market, the Group will be exploring new paths of development for itself and for our local brands. Concurrently, it is equally active in community-building activities, promoting CSV concepts.

The next four years will be a crucial period in the Group's 15-year Sustainable Development Plan, with management and staff joining hands in reaching our set targets. It will then undertake its own research and set its own targets, transitioning from responding to changes to consciously taking the initiative to build the foundation in readiness for entry into Stage 3 of our Plan, with the ultimate goal of controlling global temperature rise to under 1.5°C Degree Centigrade.

The illustrious results achieved have been most gratifying for one and all, and will certainly spur the Group on for even greater achievements. It will continue in earnest in spreading the concept of CSV both locally and around the world, and better equip itself in readiness to tackle the challenges of the post-epidemic era, opening an exciting new chapter for our industry.

儘管2021至2022一年間全球各地均面對多項不明朗因素，羅氏集團迎難而上，憑著過去五年的不懈努力，今年正式邁進「十五年可持續發展計劃」的第二階段，讓我們感到非常鼓舞。

集團在管理層及員工層面穩步植入可持續發展理念後，轉移重心至各業務部門上，並訂定更仔細的綠色舉措，將控制全球升溫攝氏1.5度的目標滲入旗下各個業務及社群，透過廣納嶄科技、新技術增加生產力、發展環保商廈及智慧建築，推進本地及社區的可持續發展的進程，群策群力響應國際控制全球升溫攝氏1.5度的目標及《香港氣候行動藍圖》。集團加大力度實施各項綠色舉措，獲多個機構認可，分別獲得【香港可持續發展獎2020/21的「卓越獎」及「優秀可持續發展措施獎（社會範疇）」兩項殊榮；集團旗下的駿威及Karisma廠房亦分別獲得WWF低碳製造計劃黃金標籤認證，認可兩間廠房致力減低碳排放量實踐企業的環保責任。

在集團日常營運方面，集團提供大量機會讓員工接觸及了解「設計思維」概念，鼓勵他們在面對困難時，以創意激發不同解決方式，提升團隊工作表現。針對受疫情影響的本地中小企，集團致力以「初創企業模式」扶植他們，也採取各項措施協助他們度過難關。因應市場可見及可預視的變化，集團會繼續緊貼市場脈搏，全力以赴朝新方向發展，帶動集團及本地品牌發展。集團同步開展許多社區活動，從而構築活力社區，宣揚創造共享價值理念。

未來四年為「十五年可持續發展計劃」的第二階段，經由管理層及員工實踐集團訂定的可持續發展目標，繼而自發探究、訂立及執行可持續發展目標：由有意識地回應蛻變成有意識地主動，為邁向第三階段目標打好根基，並逐步實踐控制全球升溫攝氏1.5度。

集團成就的佳績讓企業上下士氣大振，更團結地繼續前行，未來定會繼續致力於市內和世界推廣「創造共享價值」（CSV），同時未雨綢繆迎接後疫情時代的社會面貌轉變和趨勢，在發展業務之餘，為行業帶來新氣象。

LAWSGROUP CSRS COMMITTEE
羅氏集團企業社會責任及可持續發展委員會

LOOKING TO THE FUTURE

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

csrs@lawsgroup.com

LAWSGROUP Official Website
羅氏集團官方網站

LAWSGROUP CSRS Report 2021/22
羅氏集團企業社會責任及
可持續發展報告2021/22

THE
LAWSGROUP
1.5°CAMPAIGN

for a greener and better future

LAWSGROUP
羅氏集團

PRINTED WITH SOY INK

FSC
www.fsc.org
MIX
Paper from responsible sources
FSC™ C006398

PRINTED ON FSC™ CERTIFIED AND RECYCLED PAPER WITH SOY INK
採用回收再造及經Forest Stewardship Council™認證的紙張，並使用大豆油墨印刷

© Copyright 2021-2022 Laws Fashion Group Limited.

All rights reserved. All content, photos, graphics and elements may not be copied, reproduced, republished, uploaded, posted, transmitted, or distributed in any way. Use of the materials in this report for any purpose is a violation of the copyrights, and other proprietary rights, and is prohibited. LAWSGROUP, LAWSGROUP MANUFACTURING, LAWSGROUP TEXTILE, LAWSGROUP KNITTING, Laws Fashion knitters, LAWSGROUP RETAIL & BRANDING, LAWSGROUP PROPERTIES, D2 Place, D2 Place ONE, D2 Place TWO, THE BARN, THE SPACE, Weekend Markets@D2 Place, Made In Hong Kong, Top 10 Artisans Award, Zaap6 Zok3, gaTe, hoopla, Fashion Farm Foundation, etc., the names and the logos are the trademarks of Laws Fashion Group Limited. All other marks, pictures or graphics are the property of their respective owners. DISCLAIMER: All materials and information contained herein is provided by LAWSGROUP to selected principles only upon the understanding that it will be held in the strictest confidence and shall not be disclosed to any third party. The information and analysis are provided solely for the convenience of prospective clients and no warranty or representation as to accuracy or completeness is made LAWSGROUP who shall have no liability with respect thereto. The information is subject to change at any time without prior notice and does not constitute any part of a contract. By using this document, you declare your acceptance of all conditions in this disclaimer. In case of any dispute, the decision if LAWSGROUP shall be final.

© 版權所有2021-2022 羅氏時裝集團有限公司

所有內容、相片、圖像及其他元素不得以任何方式抄錄、複製、重新發佈、上傳、張貼、傳播或分發。嚴禁使用本報告中的任何材料作任何用途，如有違反即屬侵犯版權及其他權利之行為。羅氏集團、羅氏製造、羅氏紡織、羅氏針織、羅氏針織時裝、羅氏品牌、羅氏地產、D2 Place、D2 Place 一期、D2 Place 二期、THE BARN、THE SPACE、週末市集Weekend Markets@D2 Place、香港掂檔、十大匠人選舉、集作、gaTe、hoopla、Fashion Farm Foundation等，其名稱與商標均為羅氏時裝集團有限公司所擁有。所有其他商標、相片或圖像均為其版權擁有者之財產。免責聲明：本報告包含之所有內容及信息均由羅氏集團根據特定原則下提供，使用者必須嚴格保密並不得向第三方披露任何內容。報告內容之數據與分析僅為方便客戶作參考用途，羅氏集團將不會對其完整性或準確性承擔任何責任。所有內容及數據或會隨時更改而不另行通知，亦不構成合同上的任何部分。使用本報告代表閣下表明並接受本免責聲明提及之所有條件。如有任何爭議，羅氏集團將有最終決定權。