





2022 會員名錄 Directory



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致力於促進香港環保工程行業福利與專業之非牟利團體

A non-profit organization dedicated to promoting professionalism and welfare of the environmental contractors management industry in Hong Kong

۶	FORM 3 (RULE 3)					
	SOCIETIES ORDINANCE (CHAPTER ISI)					
٤	E CERTIFICATE OF REGISTRATION					
MMM	It is hereby certified that the society known as the second secon					
	Southern Street					
	is registered in accordance with the provisions of section 5 of the Societies Ordinance.					
٤	Dated this 5th day of Narch , 1988.					
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\geq	(K. Ratoliffe)					
	\$\$\\\ \text{cp}\\\ \text{cp}\\\\\\\\\\\\\\\\\\\\\\\\\\\\\\\\\\\\					

於 1988 年 3 月按《社團條例》 (第 151 章) 創立

Founded in March 1988 under the Societies Ordinance (Chapter 151)

編號 <u>2572282</u> No.



公司註冊證明書 CERTIFICATE OF INCORPORATION

本人谨此證明 I hereby certify that

ENVIRONMENTAL CONTRACTORS MANAGEMENT ASSOCIATION LIMITED 環保工程商會有限公司

於本日根據香港法例第622章〈公司條例〉 is this day incorporated in Hong Kong under the Companies Ordinance 在香港成立為法團,此公司是一間 (Chapter 622 of the Laws of Hong Kong), and that this company is 有限公司。 a limited company.

本證明書於 二〇一七 年 八 月 三十 日發出。 Issued on 30 August 2017.



香港特別行政區公司註冊處處長鐘麗玲 Ms Ada L L CHUNG

Registrar of Companies Hong Kong Special Administrative Region

註 Note:

公司名稱獲公司註冊處註冊,並不表示獲授予該公司名稱或其任何部分的商標權或任何 其他知識產權。

Registration of a company name with the Companies Registry does not confer any trade mark rights or any other intellectual property rights in respect of the company name or any part thereof.

於2017年8月按《公司條例》(第622章)註冊為擔保有限公司

Incorporated in August 2017 as a company limited by guarantee under the Companies Ordinance (Chapter 622)



Directory 2022 會員名 錄

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香港環境衛生業界大聯盟



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President's Preface

More than two and a half years into the COVID-19 pandemic, it continued to pummel mankind and cause disruptions to daily activities of all walks of life wave after wave. Social distancing precautions have turned into permanent norms.

As such, the association had not been particularly active in organizing in-person events, and most of us have been accustomed to online video conferencing meetings. We were lucky to be able to hold our 2021 Annual General Meeting luncheon, and we are poised to meet our member representatives this year again at a luncheon to be arranged for our 2022 AGM.

The Government's controversial plan to scrap the "MPF Offsetting Mechanism" has been passed by the Legislative Council in June 2022 and is expected to be implemented in 2025. In this Directory, we have included an article by Labour Department giving a brief outline of the new arrangement.

Environmental Services Contractors Alliance (Hong Kong) has updated its *Reference Tables of Staffing Cost Calculations for Statutory Minimum Wage Application*, incorporating the following elements of cost factors:

- Additional statutory holidays
- Gratuity requirement in government out-sourced service contracts
- MPF arrangements

The amendment bill related to the "Municipal Solid Waste Charging Scheme" has been passed by the Legislative Council in August 2021 and is targeted for implementation by late 2023. Environmental Protection Department is drafting best practice guidelines for various sectors in consultation with relevant stakeholders including representatives from the association.

We are grateful to Labour Department, Environmental Protection Department, Department of Health, Architectural Services Department and Baguio Green Group for their article contribution. We are also thankful to advertisers and members for their sponsorship.

I must thank fellow members of the Executive Committee as well as Ms. Cissy Chang and Ms. Winnie Koo, our co-opted assistants, for their support and assistance throughout the year.

Finally, may I wish everyone well and healthy.





會長序言

2019 冠狀病毒肆虐兩年半有多,一波繼一波,不斷沖擊人們,窒礙各種民生經濟活動,保持社交距離的預防措施已成常規。

因此,本會已較少舉辦實體活動,大部分人都已習慣了在互聯網上的遙距視像會議。不過,我們幸運地能夠以午餐會的形式舉行了 2021 年的週年會員大會,我們期待 2022 年的週年會員大會亦能夠以午餐會的形式進行,以便和會員代表們會面。

政府的「取消强積金與遣散費和長期服務金對沖機制」方案,雖然頗受爭議,立法會已於 2022 年 6 月通過草案,預期在 2025 年實施。本刊內其中一篇文章是勞工處對於新安排的 撮要。

香港環境衛生業界大聯盟已將其《最低工資員工成本計算參考列表》更新,加入以下影響成本的元素:

- 增加法定假期
- 政府外判服務合約要求支付酬金
- 强積金安排

都市固體廢物收費計劃的有關修訂條例草案已於 2021 年 8 月在立法會通過,政府預算在 2023 年末實施。環保署正在諮詢包括本會代表在內的有關持份者,為不同領域草擬良好作業指引。

感謝勞工處、環境保護署、衛生署、建築署和碧瑶綠色集團惠賜鴻文,亦感謝廣告商和各會員的贊助。

本人要多謝幹事會各位成員及二位助理,鄭樂施女士和顧慧儀女士,鼎力支持和協助。

祝願大家健康安好。



會長陳聰惠



Hall of Fame 榮 譽 榜



Honorary President

Miss Catherine Yan

Managing Director

Centuryan Environmental Services Group Ltd

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Email: catherine@centuryan.com

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甄瑞嫻小姐

常務董事

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Active Members 基本會員

ATAL Engineering Ltd
Baguio Green Group

Best Result Environmental Services Ltd

Broad Capital Ltd

Centuryan Environmental Services Group Ltd

China Harbour Engineering Co Ltd

Chun Wui Kee Co Ltd

Citifame Co Ltd

E & K Cleaning Services Ltd

Far East Landfill Technologies Ltd

Hong Kong Cleaning Association Ltd

Hong Kong Landfill Restoration Group Ltd

I & B Cleaning Equipment Ltd

ISS Facility Services Ltd

Johnson Cleaning Services Co Ltd

Karcher Ltd

MKK Marine Services Ltd

P L Environmental Ltd

Pollution & Protection Services Ltd

Premier Cleaning Services Ltd

Pro Machinery & Equipment Ltd

S & S Cleaning Co Ltd

Scieco Motion Ltd

Shiny Glory Services Ltd

SITA-ATAL Joint Venture

Sui Hing Chemical Co Ltd

Swan Hygiene Services Ltd

Veolia Hong Kong Holding Ltd

Waihong Environmental Services Ltd

The Waste Truck & Machine Ltd

Waylung Waste Services Ltd

Winson Group Hong Kong Ltd

Wisdom Facility Management Co Ltd

Yun Lee Marine Holdings Ltd

安樂工程有限公司

碧瑤綠色集團

恒毅環衛服務有限公司

寶豐環保服務有限公司

新紀元環保服務集團有限公司

中國港灣工程有限責任公司

真會記有限公司

城輝企業有限公司

雅潔清潔工程有限公司

遠東環保垃圾堆填有限公司

香港清潔商會有限公司

香港進益工程有限公司

漢洋機械有限公司

莊臣有限公司

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寶聯環衛服務有限公司

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誠信清潔服務有限公司

科匯動力有限公司

丞美服務有限公司

昇達安樂聯營

兆興化學用品有限公司

時運服務有限公司

威立雅環境服務香港有限公司

惠康環境服務有限公司

永澤清潔器材有限公司

衛龍廢料處理有限公司

永順集團香港有限公司

尚智設施服務有限公司

潤利海事控股有限公司



The Executive Committee (2021-2023) 幹事會 (2021-2023 年度)

President

Mr Francis Tan

General Manager

Centuryan Environmental Services Group Ltd



會長

陳聰惠先生

總經理

新紀元環保服務集團有限公司

Vice-President

Dr Kelvin Cheng

Project Manager

SITA-ATAL Joint Venture



副會長

鄭永堅博士

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⊠kelvin.cheng@veolia.com

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Honorary Secretary

Mr Johnson Kan

Project Manager

Far East Landfill Technologies Ltd



義務秘書

簡松生先生

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遠東環保垃圾堆塡有限公司

2674 0696

Honorary Treasurer

Mr Ray Chung

Environmental, Health & Safety Manager

Veolia Hong Kong Holding Ltd



義務司庫

鍾智業先生

環境、健康及安全經理

威立雅環境服務香港有限公司



The Executive Committee (2021-2023) 幹事會 (2021-2023 年度)

Chairperson Ms Apple Ji Assistant General Manager - Recycling Baguio Waste Management & Recycling Ltd.

Membership Affairs Sub-Committee



會籍事務小組 主席 紀力萍女士 助理總經理 - 回收 碧瑤廢物處理及回收有限公司

Education & Training Sub-Committee Chairperson

Mr. Peter Pan Chief Executive

Hong Kong Cleaning Association Ltd.

教育及培訓小組 主席 潘岳忠先生 總幹事 香港清潔商會

2744 1793

2370 1953

Tendering Principles Sub-Committee Chairperson Ms Joey Cheung

Assistant General Manager -**Business Development** Waihong Environmental Services Ltd



投標原則小組 主席 張雪芬女士 助理總經理 - 業務發展

惠康環境服務有限公司

Cleaning & Pest Control Sub-Committee Chairperson Ms Tannie Sze

Winson Group Hong Kong Ltd



清潔及滅蟲分組 丰席 施丹妮女士 執行董事 永順集團香港有限公司

Executive Director



The Executive Committee (2021-2023) 幹事會 (2021-2023 年度)

Waste Management Sub-Committee Chairperson Mr Marcus Tso General Manager Waylung Waste Services Ltd



廢物管理分組 主席 曹明悌先生 總經理 衛龍廢料處理有限公司

2650 0063

Publications Sub-Committee Chairperson 刊物發行小組 主席

Vacant

從缺

Co-opted Assistants 增補助理

Ms Winnie Koo

winnie.koo@veolia.com

顧慧儀女士

行政主任

Administration Officer

2590 5678

2565 8661

Ms. Cissy Chang

Project Officer

鄭樂施女士

項目主任



Summary of the Articles of Association of Environmental Contractors Management Association Limited incorporated on the 30th day of August, 2017 as a Company Limited by Guarantee Without a Share Capital under the Companies Ordinance (Chapter 622)

The following contains a summary of certain provisions of the Articles of Association of Environmental Contractors Management Association Limited (hereinafter referred to as the "Association"). The principle objective is to provide stakeholders with an overview of the Association's constitutive documents. Because the information contained below is in summary form meant for general reference purposes only, it does not contain all of the information that may be important to stakeholders, and errors or omissions may exist in the contents. One should not rely on this information as a substitute for the Articles of Association themselves.

Copies of the Articles of Association are available for inspection.

1. Name of the Association:

Environmental Contractors Management Association Limited

2. Objects of the Association:

- a) To run as a non-profit making company in promoting the interests and general welfare of the environmental contractors management industry (hereinafter referred to as the "Industry") and other relating industries;
- b) To enhance the professional image and competence of Members of the Association;
- c) To advise the government on government policies affecting the Industry and their implementation through regulations and/or legislative amendments;
- d) To protect and safeguard the legitimate interests of its Members;
- e) To assist Members in conforming to approved and accepted sustainable development standards and legislative requirements;
- f) To cooperate with government authorities in serving the community and the Industry, including applying for government subsidised funding schemes;
- g) To establish and maintain high standards of competence, knowledge and performance on hygiene cleaning, material recycling & recovery and related circular economic activities;
- h) To promote fair and ethical competition within the Industry;
- i) To enhance working relationships and foster partnerships among those engaged in the Industry;
- j) To encourage the growth of technical knowledge and new development within the Industry;
- k) To seek membership or affiliation with other professional bodies; and
- 1) To do all such other things as are incidental or conducive to the attainment of the above objects.



3. Funds of the Association:

The income and property of the Association shall be applied solely towards the meeting of its recurrent expenditure and the promotion of the objects of the Association, and no portion thereof shall be paid or transferred directly or indirectly to the Members of the Association. Remuneration may be paid to any officer, Member or servant of the Association, or other person, in return for any service actually rendered to the Association, except that the Executive Committee Members shall serve without remuneration.

If upon the winding-up or dissolution of the Association there remains any property, it shall be given or transferred to some other institution(s) having objects similar to the objects of the Association, or to some charitable objects.

4. Limited Liabilities

Debts and liabilities of the Association to be borne by every Member shall be limited to not exceeding One Hong Kong Dollar (HK\$1) in the event of its being wound up.

5. Members

(1) The membership of the Association may be divided into such classes as the Executive Committee may from time to time determine. Currently there are two classes of membership:

(a) Active Member

Any company in Hong Kong providing contract hygienic cleaning services, waste management, material recovery and recycling services, sustainable development and environmental engineering or consultancy services, or supplying innovative equipment or products related to circular economic services.

An Active Member shall have voting rights and be represented at general meetings of the Association by its duly authorised representative, and such person shall exercise all the rights of the Active Member.

(b) Associate Member

Any person who does not qualify as an Active Member, including but not limited to individuals, organisations, or companies in Hong Kong or elsewhere interested in the Industry may become an Associate Member.

An Associate Member may attend and be heard at meetings of the Association but shall have no voting rights and shall not be counted towards the quorum of a meeting.

(2) Application for membership must be made in such forms together with the documents and fees as may be prescribed by the Executive Committee from time to time. The Executive Committee shall determine whether an application is accepted.



- (3) Membership is not transferable. A Member may withdraw from membership of the Association by giving 7 days' notice to the Association in writing. Fees already paid or donations made by Members who withdraw voluntarily or are expelled from the Association are not refundable. Upon termination, if an Active Member's representative is also an Executive Committee Member, he or she shall immediately cease to be an Executive Committee Member.
- (4) Members who commit one or more of the following acts or omissions may be subject to disciplinary action:-
- (a) Breach of any of the Articles of Association, Code of Practice, rules or resolutions of the Association;
- (b) Being convicted of a criminal offence;
- (c) Using the name of the Association in such a manner that may bring the Association into disrepute;
- (d) Non-payment of membership's fees for more than 3 months after they become due without reasonable excuse;
- (e) Engage in unprofessional or unethical conduct that may damage the reputation of other Members or the Industry; or
- (f) Infringe environmental laws, regulations, rules or sound environmental practice.
 - Such acts or omissions shall be reviewed by the Executive Committee, which shall recommend to the general meeting of the Association what disciplinary action is appropriate.
- (5) A Member shall be expelled if a petition is raised by more than 50% of the Active Members to this effect. A Member so expelled shall be entitled to an appeal to the Members in general meeting in respect of the decision of the Executive Committee by giving written notice to the Association within 14 days of the date of such expulsion. On receipt of such notice, the Executive Committee shall convene an extraordinary general meeting, and the decision of the extraordinary general meeting shall be final.

6. Executive Committee

- (1) The Executive Committee of the Association are the directors under the Companies Ordinance and a member of the Executive Committee of the Association is a director under the Ordinance.
- (2) The Executive Committee shall consist of not less than 5 but not more than 11 members. The Executive Committee shall have power from time to time and at any time to co-opt more Executive Committee Members to fill casual vacancies. Any member of the Executive Committee so appointed shall hold office only until the next election.
- (3) Executive Committee Members shall be elected at each and every alternate annual general meeting. Executive Committee Members shall retire from office at the next alternate annual general meeting from that in which they were elected so that their terms of office will be about 2 years. A retiring Executive Committee Member is eligible for reappointment to the office.



- (4) During the election of the Executive Committee, the Honorary Secretary shall call for nominations from Active Members concurrent with dispatch of the notice convening the annual general meeting. The properly completed and signed nomination forms shall be returned to the Honorary Secretary 8 working days prior to the date of the annual general meeting. Candidates (being representatives of Active Members) validly nominated will be selected by written ballot by the representative of each Active Member.
- (5) The sealed envelopes containing advanced ballot papers will be opened at the meeting. The candidates receiving the highest number of votes shall be deemed to be elected Executive Committee Members. In the event of a tie in votes, a new ballot shall be held immediately to determine which of those candidates with the same number of votes shall be elected.
- (6) After the election of the new Executive Committee Members, a convenor, not being a member of the new Executive Committee and who shall be nominated by the outgoing Executive Committee, shall cause a meeting of the new Executive Committee to be held within 30 days of the election. The convenor shall chair the first meeting of the new Executive Committee at which the Executive Committee Members shall elect one another to fill the various offices in the new Executive Committee. The convenor shall not have a vote at this meeting.
- (7) At the formation of each new Executive Committee, the Executive Committee Members shall elect among themselves a President and a Vice-President of the Association.
- (8) The President may direct other Executive Committee Members in their work, take overall charge of the work of the Association and preside over all meetings of the Executive Committee and all general meetings.
- (9) The Vice-President shall assist the President in his or her work and shall act on behalf of him or her when he or she is absent, on leave or has vacated his or her office.
- (10) In the event the President vacates his or her office for any reason other than the completion of a term of office, the Vice-President shall assume the office of President for the remainder of the term of office. If the Vice-President is not available or unable or unwilling to fill the vacated office of President, the Executive Committee Members shall elect among themselves a new President.
- (11) In the event the office of Vice-President becomes vacant for any reason before the completion of the term of office, a new Vice-President shall be elected from among the Executive Committee Members or the office shall remain vacant until the next term.
- (12) If any Executive Committee Member other than the President or Vice-President vacates his or her office for any reason, the Executive Committee may elect a successor from among themselves to hold office for the remainder of the term or leave the office vacant until the next term.
- (13) The Executive Committee may appoint an Honorary Secretary and/or an Honorary reasurer from the Executive Committee for a term on conditions the Executive Committee thinks fit.



- (14) All Executive Committee Members shall serve without receiving remuneration and shall not become the salaried staff of the Association.
- (15) The Association may pay any travelling, accommodation and other expenses properly incurred by Executive Committee Members in connection with—
- (a) their attendance at meetings of the Executive Committee or committees of Executive Committee or general meetings; or
- (b) the exercise of their powers and the discharge of their responsibilities in relation to the Association.
- (16) A person ceases to be an Executive Committee Member if the person—
- (a) ceases to be a director under the Companies Ordinance (Cap. 622) or the Companies (Winding Up and Miscellaneous Provisions) Ordinance (Cap. 32) or is prohibited from being a director by law;
- (b) becomes bankrupt or makes any arrangement or composition with the person's creditors generally;
- (c) becomes a mentally incapacitated person;
- (d) resigns the office of Executive Committee Member by notice in writing of the resignation in accordance with section 464(5) of the Companies Ordinance;
- (e) for more than 6 months has been absent without satisfactory reasons or the Executive Committee's permission from Executive Committee meetings held during that period and the Executive Committee resolves that his or her office be vacated; or
- (f) is removed from the office of Executive Committee Member by an ordinary resolution of the Association.
- (17) The business and affairs of the Association are managed by the Executive Committee. An Executive Committee meeting at which a quorum is present may exercise all powers exercisable by the Executive Committee, including:
- (a) To implement resolutions passed at all general meetings;
- (b) To prepare the budget of the Association;
- (c) To attend to the daily affairs of the Association and to draw up a Code of Practice and rules as necessary to regulate these affairs;
- (d) To decide on the employment, discharge and salaries of the Association's employees; and
- (e) To make recommendations to all general meetings.
- (18) The Executive Committee may appoint an Association Secretary for a term, at remuneration and on conditions as it thinks fit. The Association Secretary is the Association's company secretary under section 474 of the Companies Ordinance.



- (19) The Executive Committee may, as it thinks fit,
- (a) present letters of commendation to Members' representatives who have provided dedicated and meritorious service to the Association;
- (b) offer honorary life membership to persons for recognition of their respective significant contributions to the Association; or
- (c) appoint former Presidents of the Association as Honorary Presidents with such rights, privileges and obligations and on such terms and conditions as the Executive Committee shall determine.
 - Honorary Life Members and Honorary Presidents shall have the right to receive notice of and to attend and be heard but not to vote nor be counted towards the quorum at general meetings of the Association. They shall be exempted from paying annual subscription fee.
- (20) The Executive Committee may, if it thinks fit, delegate any of the powers to any person or committee; and may make rules providing for the conduct of business of the committees to which it has delegated any of its powers.
- (21) A decision of the Executive Committee may only be taken by a majority of the Executive Committee Members at a meeting. The Executive Committee must ensure that the Association keeps a written record of every decision taken by the Executive Committee for at least 10 years from the date of the decision.
- (22) The Active Members may, by special resolution, direct the Executive Committee to take, or refrain from taking, specified action(s).

7. Executive Committee Meetings

- (1) The Executive Committee shall hold a meeting at least once every 2 months.
- (2) Any Executive Committee Member may call an Executive Committee meeting by giving notice of the meeting to the other Executive Committee Members or by authorising the Association Secretary to give such notice. Notice of an Executive Committee meeting must be in writing and be given to each Executive Committee Member 7 days in advance of the meeting.
- (3) The quorum for Executive Committee meetings may be fixed from time to time by a decision of the Executive Committee, but it must be at least 5, and unless otherwise fixed it is 5. At an Executive Committee meeting, unless a quorum is participating, no proposal is to be voted on, except a proposal to call another meeting.
- (4) The President shall chair at all Executive Committee meetings. If the President is absent, on leave or has vacated his or her office, the Vice-President shall chair at all Executive Committee meetings. If neither the President nor the Vice-President is present within 15 minutes after the time appointed for a meeting, the Executive Committee Members present shall elect among themselves a person to be the chairperson of that meeting.



- (5) At all Executive Committee meetings, each Executive Committee Member shall have 1 vote. If the numbers of votes for and against a proposal are equal, the Chairperson has a casting vote.
- (6) If an Executive Committee Member is in any way (directly or indirectly) interested in a transaction, arrangement or contract with the Association that is significant in relation to the Association's business, and the Executive Committee Member's interest is material, the Executive Committee Member must declare the nature and extent of his or her interest to the other Executive Committee Members in accordance with section 536 of the Companies Ordinance. The Executive Committee Member must neither—
 - (a) vote in respect of the transaction, arrangement or contract in which the Executive Committee Member is so interested; nor
 - (b) be counted for quorum purposes in respect of the transaction, arrangement or contract.

8. General Meetings

- (1) The Association must, in respect of each financial year of the Association, hold a general meeting as its annual general meeting, convened by the President at a designated time (not being less than 11 months and more than 13 months after the holding of the last preceding annual general meeting) and place as determined by the Executive Committee.
- (2) The Members of the Association representing at least 5% of the total voting rights of all the members having a right to vote at general meetings may request the Executive Committee to call a general meeting. The Executive Committee is required to call a general meeting within 21 days after the date on which it becomes subject to the requirement. Such a meeting must be held on a date not more than 28 days after the date of the notice convening the meeting.
- (3) If the Executive Committee does not call a general meeting as above, the Members who requested the meeting, or any of them representing more than one half of the total voting rights of all of them, may themselves call a general meeting. The meeting must be called for a date not more than 3 months after the date on which the Executive Committee becomes subject to the requirement to call a meeting. The meeting must be called in the same manner, as nearly as possible, as that in which that meeting is required to be called by the Executive Committee.
- (4) Notice of general meetings
- (a) An annual general meeting must be called by at least 21 days' written notice to every Member. A shorter notice is valid if it is so agreed by all the Active Members entitled to attend and vote at the meeting;
- (b) A general meeting other than an annual general meeting must be called by at least 7 days' written notice. A shorter notice is valid if it is so agreed by a majority representing at least 95% of the Active Members entitled to attend and vote at the meeting.



- (c) If notice of a general meeting or any other document relating to the meeting is required to be given to a Member, the Association must give a copy of it to its auditor at the same time as the notice or the other document is given to the Member.
- (5) The quorum of a general meeting shall be 25% of the total number of Active Members entitled to attend and vote at a general meeting presented by their representatives. A proxy notice does not take effect unless it is received by the Association at least 48 hours before the time appointed for holding the meeting or adjourned meeting. If a quorum is not present within half an hour from the time appointed for holding a general meeting,
- (a) the meeting, if called on the request of Active Members, must be dissolved; or
- (b) the meeting must, in any other case, be adjourned to the same day in the next week, at the same time and place, or to another day and at another time and place that the Executive Committee determines.
- (6) The President shall chair at all general meetings. If the President is absent, on leave or has vacated his or her office, the Vice-President shall chair all general meetings. If neither the President nor the Vice-President is present within 15 minutes after the time appointed for a meeting, the Executive Committee Members present shall elect among themselves a person to be the chairperson of that meeting.
- (7) Every Active Member's representative or proxy present at a general meeting has 1 vote. If there is an equality of votes, the chairperson of the meeting is entitled to a second or casting vote.
- (8) Any objection to the qualification of any person voting at a general meeting may only be raised at the meeting or adjourned meeting at which the vote objected to is tendered. Any objection must be referred to the chairperson of the meeting whose decision is final. A vote not disallowed at the meeting is valid.



環保工程商會有限公司

根據《公司條例》(第622章) 於2017年8月30日註冊成為 無股本的擔保有限公司

組織章程細則概要

下文載述環保工程商會有限公司(以下簡稱「本會」)之《組織章程細則》中若干條文概要,主要目的是為持份者提供本會的組織章程文件的總覽。由於下文所載資料屬概要形式,僅供一般參考之用,內容或有錯漏,且未必包含對持份者可能屬重要的所有資料。請勿以此代替本會《組織章程細則》原本。本會《組織章程細則》之文本可供索閱。

1. 本會名稱:

環保工程商會有限公司

2. 本會設立的宗旨

- a) 以非牟利公司的形式運作,促進環保工程行業 (以下簡稱"本行業") 及其他相關行業之利益及福利;
- b) 提升本會會員之專業形象<mark>及專業</mark>能力;
- d) 保障及維護會員之合法權益:
- e) 協助會員遵從獲認可及接受之可持續發展標準及法例要求:
- f) 與政府部門合作服務社會大眾及本行業,包括申請各種政府補貼資助計劃;
- g) 就衛生清潔、資源回收及再造及相關循環經濟活動設立及維持高水準之專業能力、專業 知識及專業表現;
- h) 促進本行業內公平及道德的競爭;
- i) 增強本行業相關人士之間的工作關係及栽培合作夥伴關係;
- i) 鼓勵有關本行業的技術知識與創新發展的增長;
- k) 尋求其他專業團體之會員資格或與其建立緊密聯繫:及
- 1) 進行其他與達致上述宗旨有關或有助達成上述宗旨的事項。

3. 本會財政

本會的收入及財產只可用作推廣本會的宗旨及本會的經常開支,不得直接或間接支付或轉讓任何部分予本會會員。

本會可向其管理人員、會員、員工或其他人士支付酬金,以換取彼等向本會提供的任何實質服務。但幹事會成員則不得就其職位收取任何酬金。

如本會遭清盤或解散後有剩餘財產,應將之給予或轉送其他與本會宗旨相近的機構或撥作慈善用途。

4. 有限法律責任

如本會遭清盤,每名本會會員須承擔不超過港幣一元以用於償付債項及債務的所需款額。



5. 會員

- (1) 本會的會員可分為幹事會不時決定的組別。現時有以下兩組會籍:
- (a) 基本會員

就衛生清潔合約、廢物管理、資源回收及再造服務、可持續發展及環保工程或顧問服務, 或提供與循環經濟服務有關的創新設備或產品的任何香港公司。 基本會員具有投票權,並由其授權代表出席本會的會員大會以行使基本會員的所有權利。

(b) 附屬會員

任何不符合資格成為基本會員的人士,包括但不限於在香港或其他地區對本行業感興趣的個人、組織或公司,均可成為附屬會員。 附屬會員可出席本會會議並在會上發言,但不具有投票權,且不計入會議的法定人數。

- (2) 會員資格的申請必須按幹事會不時訂明的格式、文件和費用提交,由幹事會決定是否接受會員申請。
- (3) 會員身分不得轉讓。會員可向本會發出書面通知放棄作為本會會員的身分,通知期為7日。經已支付的會費或捐款均不會退還予自願退會或被逐出會的會員。在終止會籍時,如果基本會員之代表亦為幹事會成員,彼應立即停止擔任幹事會成員。
- (4) 干犯以下一項或多項作為或遺漏的會員可能受到紀律處分:
- (a) 違反本會的《組織章程細則》、《工作守則》、規則或決議的仟何條文:
- (b) 被判犯有刑事罪;
- (c) 使用本會名稱的方式可能導致本會聲名狼藉;
- (d) 在沒有合理辯解的情況下不繳納到期會費超過3個月;
- (e) 可能損害其他會員或本行業聲譽的不專業或不道德的操守;或
- (f) 違反環保法律、法規、規則或良好環境保護的守則。

幹事會經審查後向會員大會推薦適當的紀律處分。

(5) 如有超過 50%的基本會員提出呈請,被點名的會員會被逐出會。該被逐會員有權在會員 大會上就幹事會的決定向會員提出上訴,彼需在被驅逐的 14 天內,向本會發出有關書面 通知。收到該通知後,幹事會應召開特別會員大會以作出最終決定。

6. 幹事會

- (1) 本會幹事會是《公司條例》內的董事會,而幹事會成員是《公司條例》內的董事。
- (2) 幹事會由不少於 5 名但不多於 11 名幹事會成員組成。幹事會有權隨時任命成員以填補臨時空缺,任期百至下一次選舉為止。



- (3) 幹事會成員須於每隔年的周年會員大會中選出,每屆任期約為兩年,須在其被選出之周年會員大會的下次隔年的周年會員大會中卸任。卸任的幹事會成員有資格再度獲委任為幹事會成員。
- (4) 在舉行幹事會選舉時,義務秘書於發出有關召開周年會員大會之通告時,須同時徵求基本會員提名人選。 填妥及經簽署之提名表格,須於周年會員大會舉行前 8 個工作日交回給義務秘書。獲有效提名之人選 (為基本會員代表)將由每名基本會員之代表以書面投票方式甄選。
- (5) 載有預先填妥之投票紙之密封信封,將在周年會員大會中開啟。獲得最高票數之人選即 當選為幹事會成員。倘若票數相等,便須立即舉行第二輪投票表決以決定當選人。
- (6) 當新一屆幹事會成員選出後,卸任之幹事會需提名一位召集人(非新幹事會成員), 於選舉三十(30)天內安排新幹事會舉行第一次會議,擔任會議主席,由新幹事會成員互 選出任新幹事會各個職位之人選。召集人在這次會議上無投票權。
- (7) 每個新幹事會成立時,幹事會成員應自行選舉本會的會長和副會長。
- (8) 會長可領導其他幹事會成員開展工作、全面負責本會的工作、並主持所有幹事會會議及所有會員大會。
- (9) 副會長應協助會長的工作,並在彼缺席、休假或離職時代表其行事。
- (10) 如果會長因任何其他原因在任期未滿時離職,副會長應在剩餘任期擔任會長職位。如果 副會長不在或無法或不願填補空缺的會長職位,幹事會成員將自行選舉一位新的會長。
- (11) 如副會長在任期屆滿前由於任何原因空缺,則應從幹事會成員中選出一名新副會長,否則該職位應懸空直至下一任期。
- (12) 除會長或副會長以外的任何幹事會成員如果因任何理由離任,幹事會可以從彼此中選出一名繼任人擔任該空缺職位,否則該職位應懸空直至下一任期。
- (13) 幹事會可按其認為適當的任期及條件於幹事會內任命一名義務秘書及/或義務司庫。
- (14) 所有幹事會成員將無償服務本會,並不得擔任本會受薪員工。
- (15) 幹事會成員就其以下行為恰當地招致的交通、住宿及其他開支,可由本會支付一
- (a) 出席幹事會會議、幹事會委員會會議、會員大會; 或
- (b) 行使其關乎本會的權力,及履行其關乎本會的責任。
- (16) 任何幹事會成員如遇有下列任何情況,須停任幹事會成員:
- (a) 根據《公司條例》(第622章)或《公司(清盤及雜項條文)條例》(第32章),停任董事,



或被法律禁止擔任董事;

- (b) 破產,或與其債權人概括地訂立債務償還安排或債務重整協議;
- (c) 成為精神上無行為能力者;
- (d) 按照《公司條例》第 464(5)條,藉書面辭職通知,辭去幹事會成員職位;
- (e) 在沒有幹事會批准下,在超過 6 個月期間在沒有合理辯解的情況下缺席所有幹事會會議, 而幹事會決議罷免其職務;或
- (f) 經本會普通決議被罷免幹事會成員職位。
- (17)本會的業務及事務均由幹事會管理,凡有達到法定人數的幹事會成員出席的幹事會會議, 即可行使本會幹事會的一切權力,包括:
- (a) 執行所有經會員大會通過的決議;
- (b) 編製本會預算;
- (c) 處理本會之日常事務以及擬定所需之《工作守則》及規則以規管該等事務;
- (d) 就僱員之聘用、解僱及薪金作出決定 ; 及
- (e) 向會員大會作出建議。
- (18) 幹事會可按其認為適當的任期、薪酬及條件委任商會秘書。商會秘書是《公司條例》第 474 條所指的公司秘書。
- (19) 幹事會可按其認為適當的情況下 --
- (a) 向會員代表頒發表彰信以表揚該代表對本會的專注和傑出的服務;
- (b) 提供終身榮譽會員資格以表彰對本會作出重要貢獻的人士;或
- (c) 任命本會的前任會長擔任榮譽會長,具有由幹事會決定之條款和條件下的權利、特權和義務。 終身榮譽會員及榮譽會長有權收取通知並出席會員大會及發言,但不得投票或計入會員大會的法定人數。彼等均獲豁免繳付年費。
- (20) 幹事會如認為合適,可轉授權力予任何人或委員會,並可制定該委員會在處理事務上規則。
- (21) 幹事會的決定只可在會議上由過半數票的幹事會成員作出。幹事會須確保,本會備存幹事會作出的每項決定的書面紀錄,備存期自該決定作出的日期起計最少10年。
- (22) 會員可藉特別決議,指示幹事會作出某指明的行動,或不得作出某指明的行動。



7. **幹事會會議**

- (1) 幹事會最少須每2個月舉行一次會議。
- (2) 任何幹事會成員均可召開幹事會會議,由該成員向幹事會其他成員發出該會議的通知, 或授權商會秘書發出該通知。幹事會會議的通知須用書面形式在幹事會會議召開前7天 向每名幹事會成員發出。
- (3) 幹事會會議的法定人數,可經幹事會的決定不時訂定,惟最少須為 5 人。除非另有訂定, 否則上述法定人數是 5 人。除非幹事會會議有達到法定人數的幹事會成員參與,否則不 得在該會議上就任何建議表決,但如屬召開另一個會議的建議,則不在此限。
- (4) 會長須主持幹事會所有會議。如會長缺席、休假或已離職,則副會長須主持幹事會所有會議。如在指定舉行會議的時間開始之後 15 分鐘內會長和副會長均缺席,則出席的幹事會成員須在與會的幹事會成員中選出一人擔任該會議的主席。
- (5) 每一位幹事會成員在所有<mark>幹</mark>事會會議上均有 1 票。如贊成和反對某建議的票數相同,主席即有權投決定票。
- (6) 如某幹事會成員在任何與本會訂立重大業務的交易、安排或合約中,以任何方式有(直接或問接的)相當分量的利害關係,該幹事會成員須按照《公司條例》第536條向其他幹事會成員申報其利害關係的性質及範圍,而且該幹事會成員不得
- (a) 就該項交易、安排或合約表決;及
- (b) 在關乎該項交易、安排或<mark>合約的情況下,計入法定</mark>人數內。

8. **會員大會**

- (1) 本會須就本會的每個財政年度,舉行會員大會,作為其周年會員大會,由會長於幹事會決定的時間 (不少於上次週年大會舉行後 11 個月及超過 13 個月內) 及地點召開。
- (2) 佔全體有權在會員大會上表決的會員的總表決權最少 5%的本會會員可要求幹事會召開 會員大會。幹事會須於其受到該規定所規限的日期後的 21 日內,召開會員大會,並在召 開該會員大會的通知的發出日期後的 28 日內舉行。
- (3) 如幹事會沒有如上召開會員大會,則要求舉行會員大會的會員,或他們當中擁有他們全體的總表決權一半以上者,可自行召開會員大會,須在幹事會受到召開成員大會的規定所規限的日期後的3個月內召開,並須盡可能按幹事會須召開該會員大會的同樣方式開。
- (4) 會員大會的通知
- (a) 召開周年會員大會,須有為期最少 21 日的書面通知予每一位會員。如所有有權出席該大會並有權於會上表決的基本會員同意,較短的通知期亦有效。



- (b) 召開除周年會員大會以外的會員大會,須有為期最少7日的書面通知。如合共代表全體 基本會員於會上的總表決權的最少95%的大多數基本會員同意,較短的通知期亦有效。
- (c) 本會如須向會員發出會員大會通知,或任何其他關乎該大會的文件,在向會員發出該通知或文件的同時,亦須向本會的核數師發出該通知或文件的文本。
- (5) 如有 25% 有權出席會員大會並有權於會上表決的基本會員代表出席會員大會,即構成會員大會的法定人數。代表通知書須於舉行該大會的指定時間前至少 48 小時已送抵本會, 否則該通知書屬無效。如在會員大會的指定舉行時間過後的半小時內,未有達到法定人 數的人出席該大會一
- (a) 如該大會是應基本會員的請求召開的,該大會即須散會;或
- (b) (如屬其他情況)該大會延期至下一星期的同一日,在同一時間和地點舉行,或延期至幹事會決定的其他日期,在幹事會決定的時間和地點舉行。
- (6) 會長須主持所有會員大會。如會長缺席、休假或已離職,副會長須主持幹事會所有會員 大會。如在指定舉行會議的時間之後 15 分鐘內會長和副會長均缺席,則出席的幹事會成 員須在成員中選出一人擔任會議主席。
- (7) 每名基本會員代表或有權投票的基本會員代表委任的代表均有 1 票,倘若票數相等,主 席即有權投第二票或決定票。
- (8) 凡某人在會員大會上作表決,則除非對該人的表決資格的異議,是在該大會 (或經延期的會員大會)上提出的,否則該異議不得提出。任何異議均須交由會員大會的主席處理,主席的決定屬終局決定。表決如末有在會員大會上遭推翻,即屬有效。



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入會費 年費 HK\$ 港元 \$3,500 HK\$ 港元 \$4,500 HK\$ 港元 \$2,000 HK\$ 港元 \$2,500 to 31st December of each calendar year. L 。
HK\$ 港元 \$2,000 HK\$ 港元 \$2,500 o 31 st December of each calendar year.
o 31 st December of each calendar year.
の 3 1 st December of each calendar year. 止。
文) Email 電子郵箱:
Website 網址: 代表人: 2 nd Representative 次代表
b. Name:
姓名
Position:
職銜
Tel 電話:
Fax 傳真:
Email 電郵:

Other 其他 (Please specify 請説明)

Listed Company 上市公司 Stock Code 上市代號 ____



8	Registered Capital 註冊資本:	Paid-up Capital 實收資本:
9	Owners of Board of Directors 東主或董事會成員	
	a. Name:	b. Name:
	姓名	姓名
	Position:	Position:
	職銜	職銜
	Tel 電話:	Tel 電話:
10	Principal Officers 主要管理人員:	
	a. Name:	Position:
	姓名	職銜
	b. Name:	Position:
	姓名	職銜
	c. Name:	Position:
	姓名	職銜
11	Total No. of Employees 僱員總數:	
40	A	密 / 壮一 〉
12	Annual Turnover of last year (HK\$) 上午及宮業營	類 (港元) <u>:</u>
13	Parent Companies or Group of Companies held	ong to 母公司或所屬集團公 <u>司:</u>
10	raterit companies of Group of Gompanies bett	NG (C C)A/// 闽木団A-Q ·
14	Subsidiaries or Affiliated Companies 附屬或連系	· · · · · · · · · · · · · · · · · · ·
15	Membership of Hong Kong or International Org	anization / Bodies:
	香港或國際組織/團體之會籍:	
16	* Company Profile 公司簡介:	
17	* Types of Service; Equipment and Personnel em	ployed for such service:
	服務種類及其有關應用之器具和人員:	
14.		
Es.		



18 *	* Types of Product; their Countries of Origin, Brand Names and Manufacturers:		
	產品種類;及其產地、牌子 <mark>和</mark> 製造商:		
*If snac	e is not sufficient for Items 16-18, please attach sep	parate sheets	
	不足填寫項目 16-18,請另附紙張列出。	diate sheets.	
,			
19	Referrer (if appropriate) 推薦人 (如適用):		
	Name	Signature 簽署	
	姓名		
		Data UHB	
	Position	Date 日期	
	職銜	Tel 電話	
/	Company	Fax 傳真	
	公司	Email 電郵	
20	Declaration 聲明:		
	We 本公司,(please state company na <mark>me)</mark> (請註明公	公司名稱),	
		actors Manage <mark>me</mark> nt Association Ltd. , and if accepted, agree to	
	abide by the rules and regulations of the Association. 茲申請加入環保工程商會有限公司為會員,如 蒙		
	Authorized Signature & Company Chop 授權簽署及公		
	Position:	姓名(正楷填寫):	
	Date 日期:	4以 <u> </u>	
21	Please enclose the following documents for productions and the following documents for productions and the following documents for productions are also as a few sections of the following documents for productions are also as a few sections and the few sections are also as a few sections are	essing of application:	
	請一併遞交下列文件,以便處理申請: Copy of valid Business Registration Certificate	商業及記 <mark>獎則未</mark>	
	Copy of Varia Business negistration Certificate Copy of Certificate of Incorporation 公司註冊		
	Company Brochure / Annual Report 公司簡介冊		
	Service / Product Catalogues 服務 / 產品目錄		
	Copy of Membership Certificates of Organization	ons / Bodies 機構 / 團體會員證書副本	
	Others 其他 (please specify 請説明)		
	Cheque for the joining fee and this year's annual	Il subscription fee made payable to	
T IN	"Environmental Contractors Management Associa	(1987년 - 1988년 - 1987년 - 1988년 - 1988년 - 1987년 - 1988년 - 1987년 - 1988년 - 1988년 - 1988년 - 1988년 - 1988년 - 1988년	
A second	支付入會費和本年度年費的支票,抬頭人為	し 塚保工程尚曾有限公可」。	



Terms and conditions 條款

- 1. We reserve the right to accept or reject any membership application for any reason.
 - 本會保留通過或拒絕會籍申請之最終權利,不作解釋。

須於每年會籍限期前繳付年費,否則其會籍將自動取消。

- 2. Full amount of prescribed membership fees should be tendered together with this application form. Such fees shall be promptly returned if the application is not successful.
 - 全數會費須於申請入會時繳交。如申請不獲接納,本會將儘快退還有關款項。
- 3. All classes of membership are valid for one calendar year, with paid membership starting from the date payment is received and expiring on 31 st December of the year. The amount of membership fees shall be as determined and announced from time to time by the Executive Committee of the Association. Annual subscription fee shall be paid in advance of membership due date, otherwise the membership will automatically cease. 會籍有效期一年,由繳費日起計,至當年12月31日終止。本會幹事會將按需要調整及公佈會費金額,會員
- 4. Membership is non-transferable; Membership fees are non-refundable and non-transferable. 會籍不得轉讓。會費不會退還及不可轉讓。

Data Collection Statement 資料收集聲明

Purpose of Data Collection 資料收集目的

The company and personal data provided in this form will be used for the Association's membership services, including but not limited to:

本申請表內所提供的公司及個人資料將用於提供會員服務,包括但不只限於以下用途:

- processing of your membership application;
 處理入會申請;
- 2. listing on the Association's website and publications; 於本會網頁和刊物上列名;
- 3. communication between the Association and its members, such as in the form of circulars or newsletters, safeguarding members' rights in the Association and elections; and 傳遞本會致會員的通告和通訊物、維護會員於本會及選舉之權益;以及
- 4. compiling statistical data and research. 統計及研究。

Providing company and personal data in this application form is voluntary. However, failure to supply sufficient information may result in the Association being unable to process your application. The Association will not sell or distribute data collected to any third party.

申請表內所提供的公司及個人資料純屬自願。如未有提供足夠資料,可能導致本會無法辦理此入會申請。本會不會將 收集所得資料出售或轉移予第三方。

Access to Data 資料查閱

In accordance with the Personal Data (Privacy) Ordinance, you have the right to request access to and correction of your data in this form. An applicant or member may, at any time, request to access and update the information in writing to the Association's Secretariat.

根據個人資料(私隱)條例,你有權要求查閱及更正本表格內所載列的資料。申請人或會員如欲查閱及更改資料,可 隨時以書面通知本會秘書處。



MPF: Abolition of Offsetting Arrangement

Labour Department

After years of extensive and in-depth consultation with different sectors in the community, the Legislative Council (LegCo) passed the Employment and Retirement Schemes Legislation (Offsetting Arrangement) (Amendment) Bill 2022 in June 2022 to abolish the use of the accrued benefits of employers' mandatory contributions (ERMC) under the Mandatory Provident Fund (MPF) System to offset severance payment (SP) and long service payment (LSP) (the offsetting arrangement) so as to strengthen the retirement protection of the employees. The Government will implement the abolition of the offsetting arrangement in tandem with the full implementation of the eMPF Platform of the Mandatory Provident Fund Schemes Authority, which is expected to be in 2025.

The "grandfathering" arrangement

Under the Amendment Ordinance, after the abolition of the offsetting arrangement takes effect (i.e. the transition date), employers can no longer use ERMC to offset employees SP/LSP¹. The Amendment Ordinance has no retrospective effect ("grandfathering" arrangement), i.e. the abolition of the offsetting arrangement is **only applicable to an employee's SP/LSP entitlement in respect of the employment period after the transition date**. Employers can continue to use the accrued benefits derived from their MPF contributions (irrespective of whether the contributions are mandatory or voluntary, and irrespective of whether the contributions are made before or after the transition date), to offset the SP/LSP in respect of the employment period before the transition date.

Calculation of SP/LSP for employees whose employment period straddles across the transition date

Under the current EO provisions, an employees' SP/LSP is calculated based on the employee's last monthly wages before the termination of employment. After the abolition, if an employee's employment period straddles across the transition date, the SP/LSP of such employees will be divided into pre-transition portion (i.e. for the employment period before the transition date) and post-transition portion (i.e. for the employment period starting from the transition date). The post-transition portion will be calculated based on the employee's last monthly wages before the termination of employment as under the current practice. However, the SP/LSP in respect of the employment period before the transition date will be calculated based on the employee's monthly wages preceding the transition date. The calculation is as follows:

- (a) Pre-transition portion: employee's last full month's wages immediately preceding the transition date x 2/3 x years of service before transition date
- (b) Post-transition portion: employee's last full month's wages before termination of employment \times 2/3 \times years of service after transition date

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The accrued benefits derived from employers' voluntary contributions as well as gratuities based on employee's length of service can continue to be used to offset pre-transition or post-transition SP/LSP as under the current practice. Besides, under the Employment Ordinance (EO), the ceiling on the monthly wages for calculating SP/LSP is \$22,500 and the maximum SP/LSP amount is \$390,000. These ceilings remain unchanged.



If an employee's aggregate amount of SP/LSP exceeds \$390,000, the amount in excess of the amount will be deducted from the post-transition portion of SP/LSP, i.e. from the SP/LSP portion that cannot be offset.

Employers should not dismiss employees before the transition date

Employers cannot save their SP/LSP expenses by dismissing their employees before the transition date and employing new employees after the transition date. This is because –

- (a) the pre-transition portion of an existing employee's SP/LSP can still be offset, where the SP/LSP of a new employee employed after the transition date cannot be offset;
- (b) the pre-transition portion of an existing employee's SP/LSP is calculated based on the employee's monthly wages preceding the transition date rather than the last monthly wages before the termination of employment; and
- (c) after dismissing an existing employee and employing a new employee, the new employee's SP/LSP will build up afresh to a maximum of \$390,000 which cannot be offset.

In sum, the total SP/LSP expenses so incurred will generally be higher in comparison with retaining the existing employees as explained in the example below.

Scenario (a)

An employer has employed an employee (Employee A) with five years' service before the transition date, and continues to employ Employee A for five years after the transition date. Assuming Employee A's last monthly wages preceding the transition date and at the time of dismissal are both \$22,500 and ERMC is \$135,000², The SP/LSP payable by the employer to Employee A will be \$75,000. The calculations are as follows:

	SP/LSP	ERMC that can be used to offset SP/LSP	SP/LSP payable by the employer
(a) Pre-transition portion	\$75,000 ³	\$135,000	_4
(b) Post-transition portion	\$75,000 ⁵	_6	\$75,000
		Total:	\$75,000

The amount is calculated by the Employee A's monthly salary of \$22,500 x 5% x 12 months x 10 years assuming no salary change and investment return.

The amount is calculated by Employee A's monthly wages preceding the transition date (\$22,500) x 2/3 x five years of service.

Since ERMC (\$135,000) can fully offset the pre-transition portion of SP/LSP (\$75,000), the employer is not required to pay that portion.

The amount is calculated by Employee A's last monthly wages at the time of dismissal (\$22,500) x 2/3 x five years of service.

⁶ SP/LSP arising from the post-transition employment period cannot be offset by ERMC.



Scenario (b)

The employer dismisses Employee A (who has been employed for five years) before the transition date and employs a new employee (Employee B) after the transition date for five years. Assuming the last monthly wages of Employee A at the time of dismissal (i.e. before the transition date) and Employee B at the time of dismissal are both \$22,500 and ERMC of Employee A and Employee B are both \$67,500⁷, the total SP/LSP payable by the employer to Employee A and Employer B will be \$82,500. The calculations are as follows:

	SP/LSP	ERMC that can be used to offset SP/LSP	SP/LSP payable by the employer
(a) Employee A	\$75,000 ⁸	\$67,500	\$7,500°
(b) Employee B	\$75,000 10	- 11	\$75,000
		Total:	\$82,500

The example above illustrates that if an employer dismisses an existing employee before the transition date and employs a new employee after the transition date, the total SP/LSP expenses of the employer (\$82,500) will be \$7,500 greater than what would have to be paid if the employer retains the existing employee (\$75,000).

Government Subsidy Scheme

To provide support to enterprises, especially micro, small and medium-sized enterprises, the Government will provide a 25-year subsidy totaling \$33.2 billion to share out employers' expenses on post-transition portion of SP/LSP. During the initial years after the abolition, employers will benefit more from a higher subsidy and the subsidy ratio will be progressively reduced over the 25-year subsidy period so that employers can gradually adapt to the policy change. Employers' share ratio under the subsidy scheme is as follows:

⁷ The amount is calculated by Employee A's and Employee B's monthly salary of \$22,500 x 5% x 12 months x 5 years assuming no salary change and investment return.

⁸ Calculated by Employee A' last monthly wages before dismissal (\$22,500) x 2/3 x five years of service.

⁹ Since ERMC (\$67,500) cannot fully offset the SP/LSP of Employee A (\$75,000), the employer is required to make a top-up payment of \$7,500

Calculated by Employee B' last monthly wages before dismissal (\$22,500) x 2/3 x five years of service.

SP/LSP arising from the post-transition employment period cannot be offset by ERMC.



Year after the	Employer's share per employee (as % of post-transition portion of SP/LSP payable)			
abolition	First \$500,000 of all SP/LSP paid by an employer in a year	Beyond the first \$500,000 of all SP/LSP paid by an employer in a year		
1 - 3	50%, capped at \$3,000	50%		
4	55%, capped at \$25,000	55%		
5	60%, capped at \$25,000	60%		
6	65%, capped at \$25,000	65%		
7	70%, capped at \$50,000	70%		
8	75%, capped at \$50,000	75%		
9	80%, capped at \$50,000	80%		
10	80%	85%		
11	80%	90%		
12	85%	95%		
13	85%	100%		
14 - 19	90%	100%		
20 - 25	95%	100%		

For more information about the abolition of the offsetting arrangement and the calculation of SP/LSP after the legislation takes effect, please visit: https://www.labour.gov.hk/eng/news/aoa.htm



強積金:取消「對沖」安排

勞工處

經過多年廣泛和深入諮詢社會各界,立法會於2022年6月通過《2022年僱傭及退休計劃法例(抵銷安排)(修訂)條例草案》,以落實取消強制性公積金(強積金)制度下容許僱主以強制性供款累算權益「對沖」遣散費及長期服務金(長服金)的安排(即「對沖」安排),藉以加強僱員的退休保障。政府會在強制性公積金計劃管理局(積金局)的「積金易」平台預計於2025年全面運作時,實施取消「對沖」安排。

「豁免」安排

根據修訂條例,在取消「對沖」安排生效(即轉制日)後,僱主不可繼續使用其強積金強制性供款累算權益「對沖」僱員的遣散費/長服金¹。修訂條例不具追溯力(「豁免」安排),即取消「對沖」**只適用於僱員在轉制日後受僱期所衍生的遣散費/長服金**。僱主仍可繼續使用強積金供款累算權益(不論有關供款屬強制性或自願性供款,以及是在轉制日之前或之後作出)「對沖」轉制日前受僱期的遣散費/長服金。

如何計算受僱期橫跨轉制日的僱員的遣散費/長服金

根據現行《僱傭條例》,僱員的遣散費/長服金以其終止僱傭合約前最後一個月的月薪計算。在取消「對沖」後,如僱員的受僱期橫跨轉制日,其遣散費/長服金會分為轉制前部分(即轉制日前的受僱期)及轉制後部分(即轉制日起的受僱期)。轉制後部分會按現行做法,以僱員終止僱傭合約前最後一個月的月薪計算。然而,遣散費/長服金轉制前部分則以轉制日之前最後一個月的月薪計算。計算方式如下一

- (a) 轉制前部分:僱員在轉制日前<mark>最後</mark>一個月全月的工資 × 2/3 × 轉制日前的服務年資
- (b) 轉制後部分:僱員在僱傭合約終止前最後一個月全月的工資 × 2/3 × 轉制日後的服務年資

如果僱員最終累計可獲得的遣散費/長服金總額超過390,000元,超出上限的款額須從遣散費/長服金轉制後部分扣減,亦即從遣散費/長服金不可「對沖」的部分扣減。

僱主不應在轉制前解僱僱員

僱主在轉制日前解僱僱員,並在轉制日後聘用新僱員,並不能節省遣散費/長服金的支出,因為-

- (a) 現職僱員的遣散費 / 長服金轉制前部分仍可「對沖」,而轉制日後新聘用的僱員的遣散費 / 長服金則不可「對沖」;
- (b) 現職僱員的遣散費 / 長服金轉制前部分會以其轉制日前最後一個月的月薪計算,而非以其 終止僱傭合約前最後一個月的月薪計算;以及
- (c) 在解僱現職僱員後再聘用新僱員,新僱員的遣散費/長服金將重新累計至最高 390,000 元 日不能「對沖」。

[「]僱主的自願性供款累算權益,以及按僱員服務年數支付的酬金,則可按現行做法繼續用於「對沖」轉制前或轉制後的遣散費/長服金。此外,《僱傭條例》下用以計算遣散費/長服金的月薪上限為22,500元,僱員可以獲得的遣散費/長服金的最高款額為390,000元,這些上限維持不變。



綜合而言,如下例所示,僱主在轉制日前解僱僱員,並在轉制日後聘用新僱員,在一般情況下所 衍生的遣散費/長服金總支出會比保留現職僱員為多。

情景 (a)

僱主在轉制日前已僱用一名有五年年資的僱員(僱員甲),並在轉制日後繼續僱用僱員甲五年。 假設僱員甲在轉制目前的月薪及在被解僱時的最後月薪均為22,500元,而僱主強制性供款累算權 益為 135.000 元²,僱主須向僱員甲支付的遣散費 / 長服金為 75.000 元,計算如下:

	遣散費/ 長服金	可用作「對沖」遣散費/長服 金的僱主強積金強制性供款 累算權益	僱主須支付的遣散費 /長服金款額
(a) 轉制前部分	\$75,000 ³	\$135,000	_4
(b) 轉制日後部分	\$75,000 ⁵	_6	\$75,000
		Total:	\$75,000

情景 (b)

僱主在轉制日前解僱擁有五年年資的僱員甲,並在轉制日後另聘新僱員(僱員乙)五年。假設僱 員甲在被解僱時(即在轉制日前)的最後月薪及僱員乙在被解僱時的最後月薪同樣是22,500元, 而僱員甲及僱員乙的僱主強制性供款累算權益均為 67.500 元⁷,僱主須向僱員甲及僱員乙支付遣 散費/長服金共82,500元,計算如下:

	遣散費 長服金	僱主強積金強制性供 款累算權益	僱主須支付的 遣散費/長服金款額
(a) 僱員甲	\$75,000 ⁸	\$67,500	\$7,500°
(b) 僱員乙	\$75,00010	_ 11	\$75,000
		Total:	\$82,500

有關款額以僱員甲月薪 22,500 元 \times $5\% \times 12$ 個月 \times 10 年計算,假設並無工資變化及投資回報。

按僱員甲在轉制日前的月薪(22,500元)×2/3×五年年資計算。

按僱員甲在被解僱時的最後月薪(22,500元)×2/3×五年年資計算。

轉制日後的僱傭期衍生的遣散費/長服金不可用僱主強積金強制性供款累算權益抵銷。

由於僱主強積金強制性供款累算權益(135,000元)已足以完全抵銷遣散費/長服金轉制前部分(75,000元),僱主無須支付 該筆遣散費/長服金。

有關款額以僱員甲和僱員乙月薪(22,500 元) × 5% × 12 個月 × 五年計算,假設並無工資變化及投資回報。 按僱員甲在僱傭合約終止前最後一個月的月薪(22,500 元) × 2/3 × 五年年資計算。 由於僱主強積金強制性供款累算權益(67,500 元)不足以完全抵銷僱員甲的遣散費/長服金(75,000 元),僱主須另外支付 差額 7,500 元。

¹⁰ 按僱員乙在僱傭合約終止前最後一個月的月薪(22,500元)×2/3×五年年資計算。

¹¹ 轉制日後僱傭期衍生的遣散費/長服金不可用僱主強積金強制性供款累算權益抵銷。



上述例子顯示,僱主在轉制日前解僱現有僱員,並在轉制日後另聘新僱員,其造散費/長服金的總支出(82,500元)會較保留現有僱員(75,000元)多7,500元。

政府資助計劃

為支援企業,特別是中小微企,政府會提供為期 25 年、總額達 332 億元的資助,分擔僱主遣散費/長服金轉制後部分的支出。在取消「對沖」初期,僱主會獲得較多資助,而資助比率會在 25 年資助期內遞減,讓僱主逐步適應政策轉變。資助計劃下僱主負擔比率如下:

取消「對沖」	僱主就每名僱員的負擔金額 (佔應支付的遣散費/長服金轉制後部分的百分比)				
後的年份	僱主每年遣散費/長服金支出 總額首50萬元的個案	僱主每年遣散費/長服金支出 總額超逾首50萬元的個案			
1 - 3	50%, 上限為 \$3,000	50%			
4	55%, 上限為 \$25,000	55%			
5	60%, 上限為 \$25,000	60%			
6	65%, 上限為 \$25,000	65%			
7	70%, 上限為 \$50,000	70%			
8	75%, 上限為 \$50,000	75%			
9	80%, 上限為 \$50,000	80%			
10	80%	85%			
11	80%	90%			
12	85%	95%			
13	85%	100%			
14 - 19	90%	100%			
20 - 25	95%	100%			

有關取消「對沖」安排的更多資訊和法例生效後計算遣散費 / 長服金的參考例子,請瀏覽: https://www.labour.gov.hk/tc/news/aoa.htm



Control of Flytipping of Construction Waste through Cross-departments Collaboration, Smart Technologies and HoHoSkips Scheme

Environmental Protection Department

"Construction waste" means any substance, matter or thing which is generated and abandoned as a result of construction works. Most of them are reusable inert materials which can be reused in land formation, ground levelling and other construction works. Under the Construction Waste Disposal Charging Scheme, the disposal of construction waste is subject to a statutory differential charging with a view to creating financial incentives to



encourage construction waste producers to reduce, sort and recycle construction waste.

However, there are some free-riders who may seek to evade the charge through illegal disposal (including land filling or fly-tipping) of construction waste. As one of the key enforcement tasks, the Environmental Protection Department (EPD) has been tackling these illegal activities via a multi-pronged approach.

Cross-departments Collaboration

The EPD has been maintaining close liaison with the Agriculture, Fisheries and Conservation Department, Buildings Department, Civil Engineering and Development Department, Drainage Services Department, Food and Environmental Hygiene Department, Highways Department, Home Affairs Department, Lands Department and Planning Department through inter-departmental meetings, exchange of intelligence, sharing of information, etc. to collectively monitor the overall illegal waste disposal situation and formulate strategies to tackle the problem.

Effective initiatives involving various departments have been taken forward, including identification of priority sites for actions, use of surveillance camera systems to support enforcement, streamlining referral workflow to shorten waste clearance time, trial of new technologies, e.g. drones for monitoring of illegal landfilling activities, installation of GPS on dump trucks in public works contracts, etc. Government



Inter-departmental meeting



departments will continue to make concerted efforts to combat illegal disposal activities based on their authorities under relevant legislations.

Application of Smart Technologies in Enforcement

The EPD has made use of technologies to facilitate enforcement. For instance, surveillance camera systems have been installed at about 180 locations of illegal construction waste disposal hotspot across the territory.



EPD's Surveillance Camera System

The systems operate round-the-clock under all weather conditions and are equipped with automatic video analysis function to identify suspected cases of waste disposal, as well as instant push notification function to inform EPD officers for follow-up actions and investigations. In 2021, the number of successful prosecutions against illegal waste disposal involving the use of surveillance camera systems was over 600, accounting for some 81% of such conviction cases. This demonstrates the effectiveness of technology in supporting enforcement.



Reporting of spotted construction waste using mobile app with photos and locations uploaded simultaneously



Furthermore, the EPD has applied Geographic Information System (GIS) technologies and developed a "Spotter App", which enables field inspectors to make use of their hand-held devices such as mobile phones to report sites with construction waste spotted during regular patrols. This instant reporting feature has tremendously reduced the processing time for responding to complainants as well as referring cases to relevant departments for waste clearance.

Facilitating the Collection and Recycling of Construction Waste by HoHoSkips Scheme

Apart from those enhanced enforcement actions mentioned above, the EPD has launched a trade-led pilot scheme to facilitate collection and recycling of construction waste arising from small scale renovation works since February 2021 with funding support from the Recycling Fund.

The objective of the scheme is to provide the renovation trade with a convenient, time-saving and efficient construction waste collection service through the use of "HoHoSkips" mobile app and "Smart Skips". This would in turn help reduce illegal disposal of construction waste at source. The scheme currently covers 10 districts including Sham Shui Po, Kowloon City, Wong Tai Sin, Yau Tsim Mong, Tsuen Wan, Kwai Tsing, Yuen Long, Shai Tin, Tai Po and North districts.

In practice, members of the public and renovation workers can use the mobile application "HoHoSkips" to book and arrange collection service with recyclers for construction waste in the aforesaid districts.

With the benefits of consolidated delivery and proper waste separation, the users only need to pay \$71



Construction waste collection service







"HoHoSkips" mobile app

Scan to Download



Around \$20 for disposal of 300kg of inert construction waste



Promotional poster at a refuse collection point



and \$200 for disposal of each tonne of inert and non-inert construction wastes respectively, which are equivalent to the "gate" fee charged by government waste disposal facilities. In other words, the users of "HoHoSkips" can save the cost for transporting construction waste to the disposal facilities.

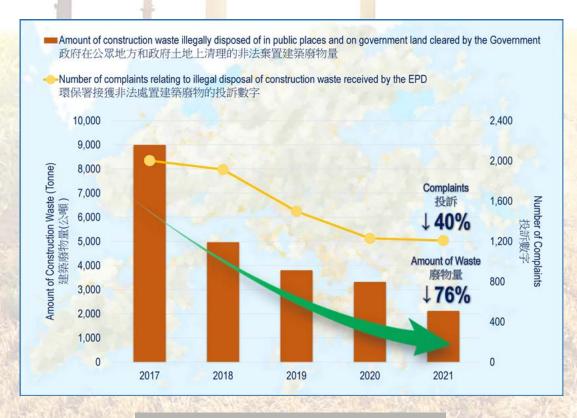
After sorting, only about 20% of the construction waste collected was sent to landfills for disposal while the remaining was sent to public fill reception facilities for recycling, and the recovery rate is around 80%.

The EPD publicizes the pilot scheme among members of the public, the renovation trade, property management companies, etc. through various channels. These include distributing leaflets and posters, advertising on the internet, social media platforms and public transport, promotion on the radio, displaying posters and backdrops at strategic locations, etc.

Since the launch of the pilot scheme in February 2021 up till end of July 2022, the total number of downloads of the mobile application is over 10,000, and about 2,200 times of pre-booked collection service have been provided with over 1,000 tonnes of construction waste collected in total.

Notable Improvements

Through the above multi-pronged measures, the overall situation of illegal disposal of construction waste has shown notable signs of improvement.





The number of complaints relating to illegal disposal of construction waste received by the EPD in 2021 has reduced by nearly 40 percent when compared with the peak in 2017. The amount of construction waste illegally disposed of in public places and on government land cleared by the Government in 2021 has reduced to about 2,100 tonnes, a significant decline of about 76 percent as compared with the peak in 2017.

Collaborations for a better environment

Notwithstanding these achievements, the EPD will continue to look into new schemes and apply innovative technologies to facilitate the collection and recycling of construction waste as well as strengthening interdepartmental collaboration. The EPD will also continue to collaborate with various professional bodies including the ECMAL and join hands with environmental practitioners in building a better environment.



透過跨部門協作、智慧科技和「好好斗」計劃管制非法棄置建築廢物環境保護署

建築廢物意指任何因建築工程而產生並最終被棄置的物質、物體或東西。當中大部分為可重用的惰性物料,可被重用作填土、土地平整及其他建築工程。根據建築廢物處置收費計劃,處置建築廢物須繳付法定的分類按量收費,以創造經濟誘因,鼓勵建築廢物產生者減少產生廢物以及將廢物篩選分類及循環再用。



然而,一些心存僥倖者或會非法處置(包括堆 填或棄置)建築廢物,以逃避繳費。作為其中

一項重點執法工作,環境保護署(環保署)一直以多管齊下的方式打擊這些違法活動。

跨部門協作

環保署一直和漁農自然護理署、屋宇署、土木工程拓展署、<mark>渠</mark>務署、食物環境衞生署、路政署、民政事務總署、地政總署及規劃署保持緊密協作,通過跨部門聯絡會議、交流情報、共用資訊等措施以共同監察非法處置廢物的整體情況和制定解 決問題的策略。

我們已聯同不同部門採取多項有效措施,包括訂立優先行動地點、利用監察攝錄系統協助執法、簡化轉介工作流程以加快廢物清理、試驗採用新科技,例如利用無人機監測非法堆填和棄置活動、在公共工程合約中為泥頭車安裝全球衛星定位系統等。各政府部門會繼續根據各自的職權和法例,齊心協力打擊非法處置活動。



跨部門會議



在執法中應用智慧科技

環保署一直有利用科技協助執法。環保署已在全港約 180 個非法棄置廢物熱門地點安裝監察攝錄系統。這些系統每日 24 小時全天候運作,配備自動化影像分析功能以識別懷疑非法棄置廢物活動,以及即時推送功能以通知環保署人員作跟進及調查。在 2021 年,環保署透過監察攝錄系統成功檢控逾600 宗非法處置廢物個案,佔成功檢控個案總數 81%,可見科技有效協助執法。



環保署監察攝錄系統

此外,環保署應用「地理資訊系統」技術並開發了非法棄置廢物定位流動應用程式,讓前線員工在 巡查時透過手機等手提設備,匯報發現非法棄置建築廢料的地點。這項實時匯報功能大大減少了處理投訴個案和將個案轉介至有關部門跟進清理的時間。





透過流動應用程式匯報發現的建築廢料並同步上傳有關相片和地點



透過「好好斗」計劃協助收集和循環再用建築廢物

除了加強執法行動外,環保署自 2021 年 2 月起推出了由回收基金資助及業界主導的先導計劃來協助收集和循環再用源自小型裝修工程的建築廢物。

計劃的目標是透過「好好斗」流動應用程式及「智能環保斗」,為裝修業界提供方便、省時及有效的建築廢物收集服務,在源頭上減少非法處置建築廢物,從而解決非法處置廢物的問題。此計劃現時為10個地區提供服務,包括深水埗、九龍城、黄大仙、油尖旺、荃灣、葵青、元朗、沙田、大埔和北區。

實際上,市民及裝修師傅只需要使用「好好斗」流動應用程式便可預約和安排回收商在上述地區提供建築廢物收集服務。

籍著集運安排及妥善的回收分類,用戶棄置每公 噸惰性和非惰性建築廢物分別只需要繳付七十一 元和二百元的服務費,相等於政府廢物 處置設施 收取的入閘費。換言之,「好好斗」的用戶可以 節省運送建築廢物到廢物處置設施的成本。

經分類後,當中只有約 20% 收集到的建築廢物需運往堆填區處置,其餘則送往公眾填料接收設施循環再用,回收率約 80%。

環保署透過不同渠道向市民、裝修業界及物業管理公司等宣傳此項先導計劃。當中包括派發宣傳單張和海報、在互聯網、社交平台和公共交通工具刊登廣告、透過電台進行推廣以及在策略性地點展示海報和背景板等。

自先導計劃於2021年2月開展至2022年7月底, 流動應用程式已下載超過10,000次,而回收商共 提供約2,200次預約收集服務及收集超過1,000 噸建築廢物。



建築廢物收集服務



「好好斗」流動應用程式



掃描二維碼下載



棄置 300 公斤惰性建築廢物只需 20 多元

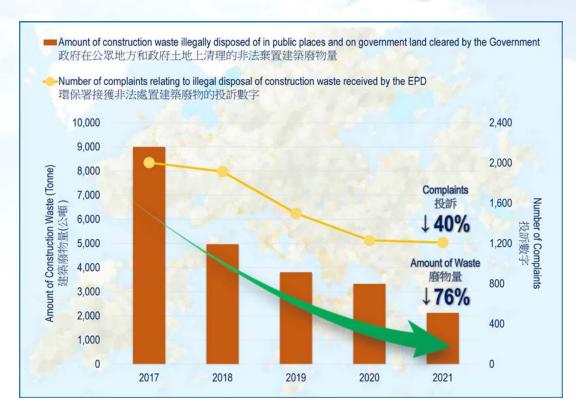


在垃圾收集站張貼的海報



顯著改善

藉著上述多管齊下的措施,非法處置建築廢物的整體情況有顯著改善跡象。



環保署在 2021 年接獲的非法處置建築廢物的投訴數字較 2017 年的高峰期減少了近 40%。而政府於 2021 年從公眾地方和政府土地清理的非法棄置建築廢物量亦已下降至約 2,100 噸,與 2017 年的高峰期相比大幅減少 76%。

齊心協力共創美好環境

儘管取得上述成果,環保署仍會繼續探討新的項目及應用創新科技,以促進建築廢物的收集和循環再用,並且會加強跨部門合作。環保署亦會繼續與各專業團體包括環保工程商會合作,與環保從業員攜手共建更美好的環境。



Realizing "Zero Landfill" by "Circular Economy" Baguio Green Group

Climate change is one of the world's most pressing challenges, and Hong Kong has announced its Climate Action Plan and set up a target to achieve "Carbon Neutrality" by 2050, and it is believed that the government will further launch regulations in different environmental areas to achieve the target. Therefore, integrated environmental services providers in Hong Kong must strive to improve the ability to tackle climate change and manage its impact to accommodate sustainable development and embrace both risks and opportunities in their operations.

Formulation of policy and setting up of target

In order to fulfill its commitment to sustainability, the corporate can formulate a climate change policy to prioritize low-carbon initiatives, set up environmental targets, formulate the short, medium and long-term strategies, thereby managing the business development and minimizing its operation impact on the environment. In 2021, Baguio set up three environmental targets to further motivate the Group to become more sustainable, including:

- Reduce 30% carbon intensity by 2030 (as compared to 2016)
- Reduce 30% energy intensity by 2030 (as compared to 2016)
- ► Improve the recycling rate for non-hazardous waste to 60% by 2030

"Circular Economy" - "Local Collection Local Recycling Local Use"

In order to facilitate carbon emission reduction from local waste management, we need to promote a circular economy, and, first and foremost, divert waste into the resource circulation loop, which means that waste can be sent to local recycling facilities for processing. To achieve this, the first step is to enhance public awareness and knowledge of resource recycling and reuse, educate the public on the way to do proper and clean recycling, and to expand the local recycling network in the community to facilitate public recycling behaviour.

We have to constantly expand the scope and type of collection services for recyclables to realize "Zero Landfill". With the effort from the HKSAR Government and industry for many years, currently, a number of environmental protection facilities have been established in Hong Kong to improve the recycling rate, including waste sorting centre, plastic recycling facility, waste glass bottle recycling plant, waste paper recycling centre and various organic waste treatment facilities (i.e. food waste, yard waste and animal waste).



Circular Economy is not only about recycling, but giving new life

to recyclables is also an important step in realizing it. We must apply the concepts of "upcycling" and "innovation" to use local recyclables for different purposes to protect the environment and avoid over-exploitation of natural resources and cause ecological damage; at the same time, local use of recyclables can also reduce the carbon emissions from overseas logistics. In 2021, a total of 22,603 tonnes of recyclables collected by Baguio were used locally, including making eco sandbags from glass cullet and making organic soil conditioner from horse manure, etc. In 2022, we shall apply the "Black Soldier Flies (BSF)" bioconversion technology to turn local chicken manure into organic fertilizer and insect protein feed, further moving towards "Zero Landfill".



以「循環經濟|實現「零廢堆填|

碧瑤綠色集團

氣候變化是全球面臨最為迫切的挑戰之一,香港特區政府已宣佈氣候行動藍圖,並設下目標於 2050 年實現「碳中和」,相信政府將進一步推出不同環境範疇的法規以實現目標。因此,香港的綜合環境服務供應商必須致力提升應對氣候變化的能力及管理其所產生的影響以配合可持續發展,迎接營運上的風險與機遇。

定政策 設目標

為履行對可持續發展的承諾,企業可制定《氣候變化政策》以優先推行低碳計劃,訂立環境目標並制定短、中、長期策略,從而規劃業務發展並將其對環境的影響減至最低。於 2021 年,碧瑤定下了 3 個環境目標以進一步促進集團走向可持續發展的道路,包括:

- ▶ 2030年減少30%碳排放密度(與2016年對比)
- 2030年減少30%能源消耗密度(與2016年對比)
- ▶ 2030 年將非危險廢棄物的回收率提升至 60%

「循環經濟」- 「本地收集 本地循環 本地使用」

為協助減少本地廢物處理的碳排放量,我們需要推動「循環經濟」並首要將廢物轉至資源循環圈內,即讓 廢物能夠送交本地回收設施進行處理。因此,我們首要提升公眾對資源回收及循環再用的意識及知識,教 育公眾正確及乾淨回收,並擴大本地回收網絡,以改善大眾的回收習慣。

要達致「零廢堆填」,我們須不斷拓展回收物的收集 服務及種類。經過香港特區政府及業界多年來的努力,現時香港已有不少環保設施落成用以提升回收 率,包括廢物分揀中心、塑膠回收設施、廢玻璃樽回 收廠、廢紙回收中心及不同有機廢物(廚餘、園林廢 物及動物廢料)的處理中心等。

不僅是進行回收,賦予回收物新生命亦是實現循環經濟的重要一步。我們必須以「升級再造」及「創新」的概念,將本地回收物作不同用途,以保護環境及避免自然資源遭過度開發而對生態造成破壞;與此同時,回收物本地使用亦可減少因海外物流而產生的碳排放。於2021年,碧瑤合共有22,603噸回收物供本地使用,當中包括以玻璃沙製作環保沙包以及馬糞製作有機土壤改良劑等。2022年,我們會應用「黑水虻」生物轉化技術,將本地雞糞製成有機肥料及昆蟲蛋白飼料,進一步向「零廢堆填」邁進。





Cleaning and Infection Control

Department of Health

Amid the COVID-19 pandemic, the awareness of hygiene and sanitation has been heightened. As environmental cleaning is a fundamental and important way to combat communicable diseases, the frontline cleaning workers are highly appreciated for their great contribution in the battle against COVID-19. Environmental cleaning not only could remove visible dirt but also invisible germs from the surfaces. On the other hand, wearing appropriate personal protective equipment (PPE) can effectively protect the cleaning workers from environmental pathogens during the cleaning process. Besides, as hands are often the culprit of introducing pathogens to the body, the observance of hand hygiene has also become a prerequisite in the prevention of the spread of communicable diseases.

Environmental Cleaning

Bleach is widely used for environmental cleaning as it is effective in killing bacteria, fungi and viruses. The 1:99 diluted household bleach (mixing 1 part of 5.25% bleach with 99 parts of water) is used for cleaning and disinfection. Enhanced environmental disinfection could be conducted for potentially contaminated surfaces or items by using 1:49 diluted household bleach.

Bleach has the properties of causing irritation, decomposition under heat and light, and reacts readily with other chemicals. Therefore, bleach should be used with caution. Improper use of bleach may reduce its effectiveness in disinfection and can injure users. Overuse of bleach will pollute the environment and disturb ecological balance.

As bleach might interact with metals, cause corrosion and leave behind stains. It is recommended to use 70% alcohol instead for the disinfection of metallic surfaces. Interestingly, although alcohol is well-known for its antimicrobial properties, a concentration of more than 70% would not generate more desirable antimicrobial effect. This is due to the fact that sufficient amount of water is required as an essential catalyst to help denaturing the proteins of the cell-membranes in microorganisms during the process.

For the protection of cleaning workers during environmental cleaning, the selection and use of appropriate PPE (including masks, gloves, etc.) in accordance with the risk involved is vital. Equally important as the proper use of PPE is the proper removal of PPE after use, which can be achieved with proper training & set up (with a mirror), and the utilization of a buddy system, to avoid contamination (https://www.chp.gov.hk/en/static/32975.html). Although wearing appropriate PPE can effectively protect cleaning workers from contracting environmental pathogens, it cannot replace other basic infection control measures, such as hand hygiene.

Hand Hygiene

Hand Hygiene is one of the most important measures in reducing the spread of diseases in both healthcare setting and community. Washing with soap and water not only removes pathogens physically, but may also chemically kill contaminating and colonizing flora, making hand washing more effective. Hand hygiene could also be achieved by the use of alcohol-based handrub if the hands are not visibly soiled. In order to clean and disinfect the hands thoroughly, proper hand hygiene technique should be adopted, i.e. rub hands for 20 seconds with the 7 steps for hand hygiene.





Furthermore, the "Save Lives: Clean Your Hands" annual campaign is part of a major global effort led by the World Health Organization (WHO) which incorporates a global annual day (5th May) to support the improvement of hand hygiene around the world. This year the Centre for Health Protection (CHP) has adopted "Clean Hands Wisely. Germs Leave Quickly" as the slogan for the promotional campaign for Hand Hygiene Day 2022, to remind the public about hand hygiene and to get into a habit of doing so. The proper time to perform hand hygiene includes, but not limited to, the moment before eating, after touching public installations or equipment, and anytime a person finds the hands dirty. You may visit the CHP's Hand Hygiene Day 2022 webpage (www.chp.gov.hk/en/features/105581.html) for more information on hand hygiene.





保持清潔與感染控制

衞生署

在 2019 冠狀病毒病疫情下,市民的衞生意識較以往有所提升。環境清潔是預防傳染病的基本而且重要的方法,前線清潔人員在防疫戰中功不可沒。環境清潔不僅能去除表面可見的污垢,還可以減少肉眼看不見的病原體。而在清潔環境時,適當的個人防護裝備則可以保護清潔人員免受病原體入侵。另一方面,雙手往往是將外界的病原體帶進身體的罪魁禍「手」,因此保持手部衞生亦是預防傳染病尤其重要的一環。

環境清潔

漂白水能有效殺滅細菌、真菌及病毒,因此已被廣泛用作環境清潔上。一般清潔及消毒可使用 1 比 99 稀釋家用漂白水(即把 1 份 5.25% 漂白水與 99 份清水混和),而在可能被污染的環境表面及物品上則應使用 1 比 49 稀釋家用漂白水作加强環境消毒。

因漂白水對人體具刺激性,遇熱和光會分解,亦可與化學品產生迅速化學反應,所以應小心處理。 不當使用漂白水不但會影響其消毒功能更可能會令使用者受傷。同時過量使用漂白水會污染環境和 破壞生態平衡。

由於漂白水可與金屬產生化學反應、導致腐蝕並留下痕跡,故此金屬表面應以 70% 酒精消毒。酒精能殺菌的特性廣為人知,惟使用濃度高於 70% 的酒精並不會提升其殺菌效能,這是因為酒精需要足夠的水份作為催化劑,才可促進破壞微生物細胞膜蛋白質的過程。

為保障清潔人員的安全及衞生,在進行環境清潔時應根據風險評估挑選並使用合適的個人防護裝備(包括口罩、手套等)。依從正確的方法佩戴及卸除個人防護裝備同樣重要。透過適當的訓練與設置(包括鏡子)以及採用伙伴系統,能避免在卸除的過程中受到污染 (https://www.chp.gov.hk/tc/static/32975.html)。然而,使用合適的個人防護裝備雖能有效地減低受病原體入侵的風險,卻不能取代其他的基本感染控制措施,例如手部衞生。

手部衛生

手部衞生是其中一種最有效減少傳染病傳播的方法,而使用規液及清水洗手不僅能以物理方式沖走病原體,亦能以化學方式殺滅有害菌群,從而提升潔手的效果。如果雙手沒有明顯污垢,使用酒精搓手液消毒雙手亦可達致手部衞生。潔手時應跟從潔手7步驟,揉擦最少20秒,以徹底清潔雙手。





「拯救生命:從清潔雙手做起」年度宣傳運動是世界衞生組織的倡議,其中包括每年5月5日的「手部衞生日」,以示對全球改善手部衞生的支持。衞生署本年手部衞生日的主題為「關鍵時刻潔潔手細菌病毒快快走」,以提醒在日常生活中的「關鍵時刻」要多留意手部的衞生,例如用餐前、觸摸公共物件後、或任何當你發覺雙手骯髒的時候。歡迎瀏覽衞生防護中心2022年手部衞生日網頁(https://www.chp.gov.hk/tc/features/105581.html)了解更多有關手部衞生的資訊。





Safe Use of Machinery

Labour Department

"Be on Guard!" In the first half of 2022, there is a succession of serious or even fatal industrial accidents that happened in the waste recycling industry. The causes of these accidents were all related to the dangerous parts of the machinery which were not effectively guarded.

The Labour Department ("LD") is highly concerned about the occupational safety of employees in the environmental service industry. Employees of the environmental service industry are often required to handle huge amounts of refuse and waste for recovery, classification and recycling during work. Most of these processes involve the use of various machinery and plant to facilitate sorting, baling and crushing. If the machinery is not effectively guarded, workers while operating the machinery are liable to be injured or even killed by the moving parts or nips such as revolving worms (Photo 1), in-running nips (Photo 2), revolving cutting tools (Photo 3), etc. Therefore, the provision of effective guards to the moving parts or nips of machinery is of paramount importance.



Photo 1: Revolving worm



Photo 2: In-running nip



Photo 3: Revolving cutting tool

According to the Occupational Safety and Health Regulation and the Factories and Industrial Undertakings (Guarding and Operation of Machinery) Regulations, the responsible person, proprietor and employer of the premises where the machinery is located at shall ensure that the dangerous part(s) of the machinery (i.e. the abovementioned moving parts or nips) is/are installed with effective guard(s), including a fixed guard, an interlocking guard, an automatic guard, a trip guard, a two-hand control device or a combination of any of them.

The LD publishes "Handbook on Guarding and Operation of Machinery" which provides practical guidance on effective guarding of machinery for duty-holders to comply with the requirements of the above regulations. The handbook can be downloaded from the LD's website at

(https://www.labour.gov.hk/tc/public/pdf/os/A/GOM.pdf) or by scanning the QR code on the right.





In addition, under the general duties provisions of the Occupational Safety and Health Ordinance and the Factories and Industrial Undertakings Ordinance, it shall be the duty of the employer/ proprietor to ensure, so far as is reasonably practicable, the health and safety at work of persons employed by him. Contravention of the provisions is liable to a maximum fine of \$500,000 and imprisonment for 6 months. Meanwhile, it shall be the duty of every employee while at work to take reasonable care for the health and safety of himself and of other persons. An employee who wilfully and without reasonable excuse does anything while at work likely to endanger himself or other persons commits an offence and is liable to a maximum fine of \$50,000 and to imprisonment for 6 months.

The LD hereby urges employers to provide employees with safe machinery, and employees should fully co-operate with their employers and take reasonable care for protecting themselves and other persons.

To safeguard the safety of workers, manufacturers, importers and suppliers when design, manufacture, import and sell machinery should duly consider the possible hazards associated with the moving parts or nips and render them effectively guarded. Eliminating and controlling the hazards of machinery at source can prevent workers from contacting its moving parts or nips when the machinery is being used. It can avoid occurrence of accidents more effectively.



安全使用機械裝置

「危險機器 有如陷阱!」在 2022 年上半年接連發生多宗涉及廢物回收再造業的嚴重甚至致命的工業意外,這些意外的成因均與機械裝置的危險部件沒有有效防護有關。

勞工處非常關注環保服務業僱員的職業安全。環保服務業的僱員在工作期間經常需要處理大量 垃圾、廢料,並進行回收、分類及再造等工序,進行相關的工序時多涉及使用各種類型的機械 裝置協助分類、捆紮及破碎的工作。若機械裝置沒有加以有效防護,工人在操作期間,有可能 被其活動組件或其形成的夾口(例如旋轉螺桿(圖一)、轉入夾口(圖二)、旋轉切削工具(圖三) 等)所傷,甚或引致死亡。因此,爲機械裝置的活動組件或夾口設置有效防護尤其重要。



圖(一)旋轉螺桿



圖(二)轉入夾口



圖(三)旋轉切削工具

根據《職業安全及健康規例》及《工廠及工業經營(機械的防護及操作)規例》,機械裝置所在的處所的負責人、東主及僱主須確保機械裝置的危險部件(卽上述的活動組件或夾口),裝上有效的防護,包括固定式護罩、互鎖式護罩、自動式護罩、觸覺式護罩、雙手控制裝置或其組合。

勞工處出版的「機械的防護及操作手册」,提供實務指引以協助持責者爲作業機械裝置提供有效的防護,以遵守上述規例的要求。有關手册可從本處網頁下載或掃描右方的二維碼。

(https://www.labour.gov.hk/tc/public/pdf/os/A/GOM.pdf)





此外,根據《職業安全及健康條例》及《工廠及工業經營條例》的一般責任條款,僱主/東主有責任在合理切實可行範圍內,確保其工作中的僱員的安全及健康。違反上述的規定,最高可處罰款 \$500,000 及監禁 6 個月。與此同時,每名受僱的僱員,於工作時均有責任爲他本人及其他人的安全及健康採取合理的謹慎措施。僱員無合理辯解而故意於工作時作出任何相當可能危及他本人或他人的事情,卽屬犯罪,最高可處罰款 \$50,000 及監禁 6 個月。

勞工處特此呼籲僱主必須爲僱員提供安全的機械裝置,僱員亦須與僱主充分合作,採取合理措施,保障自己及他人。

爲保障工人的安全,製造商、入口商及供應商在設計、製造、引入及售賣機械裝置時,應充分 考慮活動組件或夾口可做成的危害,並加以有效的防護。從源頭消除及控制機械裝置的危害, 能防止工人在使用機械裝置時接觸到活動組件或夾口,更有效避免意外的發生。



Modern Market with Innovative Features - FEHD Skylight Market

Source: Architectural Services Department Sustainability Report 2021

Situated in Tin Shui Wai, the FEHD skylight market took about a year from planning, construction to commissioning, providing residents a convenient shopping environment. The project aims to provide a temporary market as a transitional arrangement to meet the local demand for additional choices of fresh food provisions. It comprises 40 market stalls with a single storey container structure including 4 reserved places of pop-up stalls and ancillary services facilities with a loading and unloading bay. By adopting MiC, the container stalls and prefabricated components were assembled on-site, allowing speedy completion within a year. Modules of the main roof shelters and the feature gutters were manufactured off-site and transported to the site for assembly using the DfMA method, achieving better workmanship and less waste in the construction site. Meanwhile, Architectural Services Department (ArchSD) deployed new innovative technologies including smart micro-environment sensors to facilitate environmental monitoring. ArchSD also adopted smart materials including anti-bacteria & self-cleaning enamel panel and anti-bacteria & anti-dust coating for louvers in ventilation areas to provide residents with a pleasant and healthy shopping environment.



Aerial view of FEHD Skylight Market



Accessible entrance of the market





Modules of the MiC containers for market stalls were manufactured off-site and transported to site for assembly



Micro-environment sensors for environmental monitoring



40 market stalls (including 36 fixed stalls and 4 temporary stalls) are provided in the market





Anti-bacterial and self-cleaning enamel panel



採用創新科技的現代街市食環署 - 天幕街市

來源:建築署可持續發展報告 2021

食環署天幕街市位於天水園,由構思、興建到落成啟用,大約用了一年時間,旨在為區內市民提供便利的購物環境。此臨時街市旨在為市民提供多一個購買新鮮糧食的選擇,作為永久街市建成前的過渡安排。街市共提供 40 個攤檔,由貨櫃組成的單層建築,其中包括 4 個臨時檔位,以及設有貨物起卸區。本項目採用「組裝合成」建築法,預製組件廠房及工地可同時施工,有效提高工程效率,使項目在一年內 迅速完成。街市上蓋則使用「裝配式建築設計」,每個模組先在場外廠房預製,然後運到工地現場裝嵌,有效提高工程質量和減少建築廢料。建築署在本項目中還採用了其他創新科技,包括透過智能環境傳感器,監測周圍環境參數。另外,建築署亦在街市攤檔之間安裝防污抗菌的陶瓷板,並將「納米塗層」技術應用於通風位置,減少塵埃積聚,為市民提供一個衛生且舒適的購物環境。



食環署天幕街市鳥瞰圖



街市設有無障礙出入口





採用「組裝合成」建築法,街市攤檔的 組件先在廠房預製,然後運往工地裝嵌



透過智能環境傳感器,監測周圍環境參數



街市提供多達 40 個攤檔(包括 36 個固定檔位及 4 個臨時檔位)





防污抗菌陶瓷板



Reference Tables of Staffing Cost Calculations for Statutory Minimum Wage Application (2022)

Environmental Services Contractors Alliance (Hong Kong)

The Statutory Minimum Wage (SMW) rate of HK\$37.50 an hour has taken effect on 1st May 2019. Based on this SMW rate, employee benefits regulated by the Employment Ordinance and their related cost items, the Alliance has worked out the following cost reference tables for **A. Rest Days Without Pay** and **B. Rest Days With Pay** for fellow contractors, clients and other stakeholders to have a clear view of the practical cost composition of effective SMW application.

	(A) Rest D	Pays Without Pay	(B) Rest Days With Pay		
Cost Items	Percentage	Monthly Amount	Percentage	Monthly Amount	
An Employee's Monthly Wage Costs					
► Minimum Wage (Note¹)	100%	\$7,800.00	100%	\$7,800.00	
► Rest Day Pays (Note²)	-	-	16.67%	\$1,300.00	
► Relievers Expenses (Note³)	27.56%	\$2,150.00	27.56%	\$2,150.00	
Monthly Total Wage Cost:	127.56%	\$9,950	144.23%	\$11,250	
Basic Monthly Costs					
Monthly Total Wage Cost	100%	\$9,950.00	100%	\$11,250.00	
► MPF (Note ^{4a} /Note ^{4b})	5%	\$497.50	5%	\$562.50	
► Gratuity / Severance Payment or	6%	\$597.00	6%	\$675.00	
Long Service Payment (Note ^{5a} /Note ^{5b})					
► Extra Administrative Cost for processing	1%	\$99.50	1%	\$112.50	
Wages (Note6)					
► Employee Compensation Insurance	6%	\$597.00	6%	\$675.00	
(Note ⁷)					
► Third Party Liability Insurance	3%	\$298.50	3%	\$337.50	
Expenses (Note ⁸)					
► Operating Cost (Note ⁹)	5%	\$497.50	5%	\$562.50	
► Materials & Equipment Cost (Note¹0)	9%	\$895.50	9%	\$1,012.50	
Total Wage & Basic Cost:	135%	\$13,433	135%	\$15,188	

Cost Composition Analysis:	Percentage	Monthly	Hourly Wage	Percentage	Monthly	Hourly Wage
		Amount			Amount	
Statutory Minimum Wage	100%	\$7,800.00	\$37.50	100%	\$7,800.00	\$37.50
Total Wage & Basic Cost	172.22%	\$13,433	\$64.58	194.72%	\$15,188	\$73.02

Other Expenses Not Included (Note¹¹)

According to the "Quarterly Report of Wage and Payroll Statistics" for the first quarter 2022 published by Census and Statistics Department on 27^{th} June 2022, the average monthly salaries, average number of normal working hours per day and average number of standard working days per month of general cleaner are: $$10,650 \div 8 \text{ hours} \div 26 \text{ days} = 51.20 an hour.



Applying the above Cost Composition Analysis tables, we can obtain the following total basic costs for reference:

	(A) Rest Days Without Pay			(B) Rest Days With Pay		
Cost Composition Analysis:	Percentage	Monthly	Hourly Wage	Percentage	Monthly	Hourly Wage
		Amount			Amount	
Average Wage (1 st quarter 2022)	100%	\$10,650.00	\$51.20	100%	\$10,650.00	\$51.20
Total Wage & Basic Cost:	172.22%	\$18,342	\$88.18	194.72%	\$20,738	\$99.70

Similarly, based on the worker's actual wage, we can use the above cost composition analysis table to work out the reference data for the total basic costs.

(Note1) Employee's Minimum Wage

Daily Working Hours : 8 Hours

Monthly Working Days : 26 Days

Minimum Hourly Wage : \$37.5 / Hour

Daily Wage : $$37.5 \times 8 \text{ Hours} = 300

Monthly Wage : \$37.5 x 8 Hours x 26 Days = \$7,800 Yearly Wage : \$7,800 x 12 Months = \$93,600

(Note²) Rest Day Pay

Daily Wage : \$300

Yearly Outgoing : \$300 x 52 Days = \$15,600 Monthly Outgoing : \$15,600 ÷ 12 Months = \$1,300

(Note³) Relivers Expenses

(a) Yearly basic holiday entitlement of a cleaner:

▶ Rest Days :52 Days

▶ Statutory Holidays :13 Days (Increased from 12 days to 13 days in 2022,

thereafter additional one day every two years; i.e., 14 days as from 2024, 15 days as from 2026, 16 days as from 2028, and up

to 17 days as from 2030.)

► Annual Leave With Pay :7 Days for the first 3 years of employment, thereafter additional

one day every year up to 14 days.

(b) In addition to the above, should consider the following to estimate potential leave days that may arise:

▶ Sick Leave

Paid sick days can be accumulated up to a maximum of 120 days. It is accumulated at the rate of 2 paid sick days for each completed month of employment under a continuous contract during the first 12 months of employment, and 4 paid sick days per month thereafter. Currently, COVID-19 related leave is 7 - 14 days. Therefore, assume every employee takes an average of 14 paid sick leave days a year.



(c) For reference below is a sample calculation of relievers expenses:

Types of Holiday		Number of Days	Amount
	Rest Days	52 Days	HK\$15,600
Basic Holidays	Statutory Holidays	13 Days	HK\$3,900
	Annual Leave With Pay (First 3 Years)	7 Days	HK\$2,100
Potential Leave	Sick Leave (Estimated Yearly Average)	14 Days	HK\$4,200
	Yearly Total	86 Days	HK\$25,800

(d) Therefore, formula for calculating relievers expenses is:

Monthly Relievers Expenses =	Minimum Daily Wage x Leave Days ÷ Months in a year
=	\$300 x 86 ÷ 12
=	\$2,150
Relievers Ratio =	$$2,150 \div $7,800 = 27.56\%$

(Note^{4a}) MPF (Rest Days Without Pay)

MPF Expenses = (Yearly Wage + Yearly Relievers Expenses)
$$\div 12 \times 5\%$$

= (\$93,600 + 25,800) $\div 12 \times 5\%$ = \$497.50 / Month

(Note4b) MPF (Rest Days With Pay)

MPF Expenses = (Yearly Wage + Yearly Rest Day Pays + Yearly Relievers Expenses)
$$\div 12 \times 5\%$$

= (\$93,600 + \$15,600 + \$25,800) $\div 12 \times 5\%$ = \$562.50 / Month

(Note^{5a}) Gratuity / Severance Payment or Long Service Payment (Rest Days Without Pay)

Gratuity:

Effective from f^{t} April 2019, contractors of government out-sourced service contracts are obliged to pay to non-skilled employees employed for 12 months or more a sum of gratuity equivalent to 6% of the total amount of the concerned employee's earned wages over the working period. The amount of paid gratuity is deductible from the payable amount of severance payment or long service payment. \$9,950 x 6% = \$597

Severance Payment or Long Service Payment:

Employee's Wage Cost = (Wages + Relievers Expenses) = (\$7,800 + \$2,150) = \$9,950 (Employee's Wage Cost) x $2/3 \div 12 \div$ (Employee's Wage Cost) $\$9,950 \times 2/3 \div 12 \div \$9,950 = 5.56\%$

Before 2025, accrued benefit contributed by the employer to the employee's MPF account can be used to offset against the payable amount of severance payment or long service payment. Upon abolition of the offsetting mechanism in 2025, severance payment or long service payment cannot be offset. The employer is obliged to set up an independent account to contribute additional 1% as reserve for severance payment or long service payment. If the fund in the account is not sufficient to pay for the employee's severance payment or long service payment, the employer will have to make up the shortage.

^{*} Suggest adjust to 6% to equate to gratuity rate for ease of calculation: \$9,950 X 6% = \$597



(Note5b) Gratuity / Severance Payment and Long Service Payment (Rest Days With Pay)

Gratuity:

Effective from 1st April 2019, contractors of government out-sourced service contracts are obliged to pay to non-skilled employees employed for 12 months or more a sum of gratuity equivalent to 6% of the total amount of the concerned employee's earned wages over the working period. The amount of paid gratuity is deductible from the payable amount of severance payment or long service payment.

 $11,250 \times 6\% = 675$

Severance Payment or Long Service Payment:

Employee's Wage Cost = (Wages + Rest Days Pay + Relievers Expenses) = (\$7,800 + \$1,300 + \$2,150) = \$11,250 (Employee's Wage Cost) x $2/3 \div 12 \div$ (Employee's Wage Cost) $\$11,250 \times 2/3 \div 12 \div \$11,250 = 5.56\%$

Before 2025, accrued benefit contributed by the employer to the employee's MPF account can be used to offset against the payable amount of severance payment or long service payment. Upon abolition of the offsetting mechanism in 2025, severance payment or long service payment cannot be offset. The employer is obliged to set up an independent account to contribute additional 1% as reserve for severance payment or long service payment. If the fund in the account is not sufficient to pay for the employee's severance payment or long service payment, the employer will have to make up the shortage.

(Note⁶) Extra Administrative Cost for processing Wages

Additional staff employed and related administrative costs for handling administration of the SMW application, gratuities and abolition of MPF offsetting mechanism, roughly about 1% of wage costs.

(Note⁷) Employee Compensation Insurance Cost

As the cleaning industry is generalized by the Employees' Compensation Insurance Residual Scheme Bureau as a high risk group with the Premium Benchmark Rate set at 3.49%, the effective premium rate after adding the loading for past claims records would not be less than 5.5%. Therefore, provision for this cost should not be less than 5% of the service fee / tender price or 6% of wage costs.

^{*} Suggest adjust to 6% to equate to gratuity rate for ease of calculation: $$11,250 \times 6\% = 675



(Note8) Public Liability Insurance Cost (\$30 Million Coverage)

The cost is usually not less than 3% of Wages. If unlimited liabilities which might or might not be caused by any cleaning work are imposed on the contractor, there will be substantial additional cost, subject to a risk assessment to cover all uninsured items and the "warranty coverage cost" levied by the insurance company for any claims compensation.

(Note⁹) **Operating Cost**

Supervision of contract operation, administrative support, training certification and financial expenses should be assessed according to the company's yearly outgoings for these items. Generally they are about 5 - 10 % of employees' wage expenses. The higher quality of service required, the higher expenses will be for supervisory service personnel.

(Note¹⁰) Materials & Equipment Cost

- Cleaning machinery and equipment about 4%
- Cleaning materials and tools about 5%

(Note11) Other Expenses Not Included

Other expenses such as waste trucking fees, wages and costs for mobile service teams, waste separation expenses or other extra services and sundry expenses have not been included. They should also be calculated according to specific service requirements case by case.



最低工資員工成本計算參考列表 (2022)

香港環境衛生業界大聯盟

法定最低工資水平於2019年5月1日修訂為時薪37.50元,為方便同業、用家和其他持份者能清晰了解符合有效最低工資的成本計算方法,本聯盟根據現行的法定勞工福利、最低工資水平及其他有關的成本開支,羅列以下A. 無薪休息日及B. 有薪休息日的成本計算表,以供參考。

成本項目	(A) 無薪	休息日	(B) 有薪	休息日
	百分比	每月金額	百分比	每月金額
每名員工每月淨工資成本				
▶ 每名員工法定最低工資水平之月薪(註 ¹)	100%	\$7,800.00	100%	\$7,800.00
► 休息日工資(註 ²)	-	-	16.67%	\$1,300.00
▶ 替假工資(註 ³)	27.56%	\$2,150.00	27.56%	\$2,150.00
每月淨工資總成本:	127.56%	\$9,950	144.23%	\$11,250
基本開支每月成本				
▶ 每月總工資成本	100%	\$9,950.00	100%	\$11,250.00
▶ 強積金(註 ^{4a} /註 ^{4b})	5%	\$497.50	5%	\$562.50
▶ 酬金/遣散費或長期服務金(註 ^{5a} /註 ^{5b})	6%	\$597.00	6%	\$675.00
▶ 處理工資之額外行政費(註 ⁶)	1%	\$99.50	1%	\$112.50
▶ 勞工保險費用(註 ⁷)	6%	\$597.00	6%	\$675.00
▶ 公眾責任保險費用(註 ⁸)	3%	\$298.50	3%	\$337.50
▶ 營運成本(註 ⁹)	5%	\$497.50	5%	\$562.50
▶ 物資成本(註 ¹⁰)	9%	\$895.50	9%	\$1,012.50
工資加其他基本開支成本總額:	135%	\$13,433	135%	\$15,188

成本結構分析:	百分比	每月金額	時薪金額	百分比	每月金額	時薪金額
法定最低工資水平	100%	\$7,800.00	\$37.50	100%	\$7,800.00	\$37.50
工資加其他基本開支成本總額:	172.22%	\$13,433	\$64.58	194.72%	\$15,188	\$73.02

其他費用另計(註11)

政府統計處 2022 年 6 月 27 日出版之《工資及薪金總額按季統計報告》顯示於 2022 年 1 至 3 月期間一般清潔工的「平均每月薪金」、「平均每日正常工作時數」與「平均每月標準工作日數」為 \$10,650 ÷ 8 小時 ÷ 26 日 = 時薪 \$51.20。

套用上述成本結構分析表,可得下列參考成本:

	(A) 無薪休息日				(B) 有薪休息	В
成本結構分析:	百分比	每月金額	時薪金額	百分比	每月金額	時薪金額
平均工資 (2022 年首季)	100%	\$10,650.00	\$51.20	100%	\$10,650.00	\$51.20
工資加其他基本開支成本總額	172.22%	\$18,342	\$88.18	194.72%	\$20,738	\$99.70

同樣方法,各位可按員工的實際工資,套用上述成本結構分析表,而得出基本開支成本總額的參考數值。

(註1) 員工最低工資

每天工作:8小時每月工作:26天

最低時薪:\$37.5/每小時

每日薪金:\$37.5×8 小時 = \$300

每月薪金:\$37.5×8小時×26天=\$7,800

每年薪金:\$7,800×12月=\$93,600



(註²) **休息日薪金**

每日薪金:\$300

每年開支: \$300 x 52 日 = \$15,600 每月開支: \$15,600 ÷ 12 月 = \$1,300

(註³) **替假開支**

(a) 以全年平均計,清潔員基本可享有之假期:

▶ 休息日 : 52 日

▶ 法定假期 :13 日 (2022 年開始由 12 日加至 13 日,其後每 2 年增加 1 日;

即2024年14日,2026年15日,2028年16日,至2030年17日止)

▶ 有薪年假 :頭3年每年7日,滿3年後每年加1日,直至每年14日。

(b) 上述只為清潔員基本假期之安排,同時亦須考慮以下情況,自行估計可能需要發放的假期日數:

▶ 病假

有薪病假日最多可累積至 120 天。僱員根據連續性合約受僱,在最初受僱的 12 個月內,每受僱滿一個月即可累積有薪病假日 2 天。其後,每受僱滿一個月即可累積有薪病假日 4 天。現時新冠相關假是 7-14 日,故假設每名員工一年平均申請有薪病假日 14 天。

(c) 以下為計算替假支出的例子,以作參考:

假期類別		日數	金額
基本假期	休息日	52 ⊟	\$15,600
	法定假期	13 ⊟	\$ 3,900
	有薪年假(頭3年)	7 ⊟	\$ 2,100
潛在假期	病假(全年平均預計)	14 ⊟	\$ 4,200
	全年總計	86 ⊟	\$ 25,800

(d) 故此,替假開支的計算方式為:

每月替假開支 = 員工最低工資日薪 X 休息日數 ÷ 全年月數

 $= $300 \times 86 \div 12$

= \$2,150

替假比率 = \$2,150 ÷ \$7,800 = 27.56%

(註4a)強積金(無薪休息日)

強積金開支 = (全年員工薪金+全年替假開支)÷ $12 \times 5\%$ = (\$93,600 + \$25,800)÷ $12 \times 5\%$ = \$497.50 / 月

(註40)強積金(有薪休息日)

強積金開支 = (全年員工薪金 + 全年休息日薪金 + 全年替假開支) \div 12 × 5% = (\$93,600 + \$15,600 + \$25,800) \div 12 × 5% = \$562.50 / 月



(註^{5a})酬金/遣散費及長期服務金(無薪休息日)

: 金櫃

2019年4月1日開始,政府外判服務合約的僱主應給予受僱不少於12個月的僱員一筆酬金,相當於其總工資的6%。已支付的酬金款額可從應付的遣散費或長期服務金中扣除。 \$9.950×6% = \$597

遣散費或長期服務金:

員工出糧開支 = (員工薪金 + 替假開支) = (\$7,800 + \$2,150) = \$9,950 (員工出糧開支) × 2/3 ÷ 12 ÷ (員工出糧開支) \$9,950 × 2/3 ÷ 12 ÷ \$9,950 = 5.56%

* 建議調整至 6% 與酬金相若, 方便計算: \$9,950 × 6% = \$597

2025年之前的遣散費或長期服務金可與僱主已供款之強積金對沖。

2025年取消強積金對沖機制後,僱員的遣散費/長期服務金僱主不可提取對沖,僱主需另開獨立帳戶,每月為僱員的遣散費/長期服務金額外供款 1%,若帳戶不足支付僱員的遣散費/長期服務金,僱主需另行支付餘額。

(註 50) 酬金/遣散費或長期服務金(有薪休息日)

: 金櫃

2019 年 4 月 1 日開始,政府外判服務合約的僱主應給予受僱不少於 12 個月的僱員一筆酬金,相當於其總工資的 6%。已支付的酬金款額可從應付的遣散費或長期服務金中扣除。

 $$11,250 \times 6\% = 675

遣散費或長期服務金:

員工出糧開支 = (員工薪金 + 休息日薪金 + 替假開支) = (\$7,800 + \$1,300 + \$2,150) = \$11,250 (員工出糧開支) × 2/3 ÷ 12 ÷ (員工出糧開支)

 $$11,250 \times 2/3 \div 12 \div $11,250 = 5.56\%$

* 建議調整至 6% 與酬金相若,方便計算: \$11,250 x 6% = \$675

2025年之前的遣散費或長期服務金可與僱主已供款之強積金對沖。

2025 年取消強積金對沖機制後,僱員的遣散費 / 長期服務金僱主不可提取對沖,僱主需另開獨立帳戶,每月為僱員的遣散費 / 長期服務金額外供款 1%,若帳戶不足支付僱員的遣散費 / 長期服務金,僱主需另行支付餘額。

(註) 處理工資之額外行政費

因應最低工資、合約酬金和取消強積金對沖而額外增加行政事項等成本,約為員工薪金開支 1%。



(註⁷) **勞工保險費用**

由於清潔行業已被僱員補償聯保計劃管理局納入高風險行業,保費費率基準為 3.49% 再加過去索償紀錄狀況的附加費,估計保費不少於 5.5%。因此保費不應少於服務費/標價的 5% 或工資成本的 6%。

(註⁸) 公眾責任保險(以 3,000 萬保額為準)

保費估計一般不少於工資成本的 3%。如客戶要求承辦商承擔無限責任包括與清潔服務有關或無關的意外責任,承辦商可能拒保附帶無限責任的項目及提高「墊底費」,因此承辦商所涉及的相關風險及成本將大大增加。

(註⁹) 營運成本

合約營運監管、行政支援、培訓考證及財務費用須因應公司每年於有關方面的支出作評估,一般情況約為員工薪金開支的 5% 至 10%。服務質素要求愈高,監管服務人員的開支便相應地愈多。

(註¹⁰) **物資成本**

- 清潔機器設備約 4%
- 清潔物料及工具約 5%

(註¹¹) <u>其他費用另計</u>

其他費用如廢物車運費、外圍服<mark>務隊</mark>工資開支、廢物分類費用或其他額外服務及雜項等費用,另外按需要情況個別計算。



DATAL

BAGUIO

Company Listing

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Scope of Business:

Chemical Waste Collection & Disposal

Clinical Waste Disposal

Collection of Recyclables

Exterior Wall Cleaning

General Cleaning Service

Pest, Rodent & Termite Control Services

Organic Waste Composting

Solid Waste Collection & Disposal

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化學廢物收集和處置

醫療廢物處理

可循環廢物收集

外牆清洗

一般清潔服務

滅蟲鼠白蟻服務

有機堆肥

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電郵: info@johnson-cleaning.com

網址: www.johnson-cleaning.com

聯絡人員:

伍振民先生



公司名錄

KARCHER LTD

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Kwun Tong, Kowloon

Tel: (852) 2357 5863

Fax: (852) 2357 5632

E-mail: info@.karcher.com.hk

Website: www.karcher.com/hk

Contact Person:

Mr Edward Yu

德國高潔有限公司

KÄRCHER

德國高潔

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電話: (852) 2357 5863

傳真: (852) 2357 5632

電郵: info@.karcher.com.hk

網址: www.karcher.com/hk

聯絡人員:

余景濤先生

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10 Cheung Yue Street, Cheung Sha Wan,

Kowloon, Hong Kong

Tel: (852) 3956 8428

Fax: (852) 3709 2088

E-mail: info@mkkmarine.com

Contact Person:

Mr. Cisse See

九龍長沙灣長裕街 10 號

億京廣場 2 期 31 樓 D

電話: (852) 3956 8428

傳真: (852) 3709 2088

電郵: info@mkkmarine.com

聯絡人員:

施鎮豪先生

P L ENVIRONMENTAL LTD

Flat 1, 13/F, Goldfield Tower,

No. 53-59 Wuhu Street, Hung Hom,

Kowloon, Hong Kong.

Tel: (852) 2355 7567

Fax: (852) 2365 0030

E-mail: pl@pleltd.com

Website: www.pleltd.com

Contact Person:

Mr Liu Fu Hung

寶利環保有限公司

香港九龍紅磡蕪湖街 53-59 號

金輝行 1301 室

電話: (852) 2355 7567

傳真: (852) 2365 0030

電郵: pl@pleltd.com

網址: www.pleltd.com

聯絡人員:

廖富洪先生



公司名錄

POLLUTION & PROTECTION SERVICES LTD

Unit A, 12/F, Tower A, Capital Tower,

No. 38 Wai Yip Street, Kowloon Bay, Kowloon

Tel: (852) 2831 9918 Fax: (852) 2838 0990

E-mail: sales@hkpps.com.hk Website: www.hkpps.com.hk

Contact Person: Mr Terry Lai

寶聯環衛服務有限公司

九龍九龍灣偉業街 38 號

富臨中心A座12樓A室

電話: (852) 2831 9918 傳真:(852)28380990

電郵: sales@hkpps.com.hk 網址: www.hkpps.com.hk

聯絡人員: 黎天明先生

PREMIER CLEANING SERVICES LTD

17/F Dorset House, Taikoo Place, 979 King's Road, Quarry Bay, HK

Tel: (852) 2846 5658 Fax: (852) 2968 0023

E-mail: premier@ap.jll.com

Contact Person: Mr K Y Tang

惠雅清潔服務有限公司

香港鰂魚涌英皇道 979 號

多盛大廈 17 樓

電話:(852)28465658 傳真:(852)29680023 電郵: premier@ap.jll.com

聯絡人員: 鄧先生

PRO MACHINERY & EQUIPMENT LTD

Unit 807, 8/F, Lai Sun Yuen Long Centre, 27 Wang Yip Street East, Yuen Long, NT

Tel: (852) 2470 3080 Fax: (852) 2470 1520

E-mail: promne@pro-group.com.hk Website: www.promne.com.hk

Contact Person: Mr Gary Lam

譜詠機械設備有限公司 新界元朗宏業東街 27 號

麗新元朗中心八樓 807 室 電話: (852) 2470 3080

傳真: (852) 2470 1520

電郵: promne@pro-group.com.hk 網址: www.promne.com.hk



S & S CLEANING CO LTD

16/F, Great Smart Tower

230 Wan Chai Road, Wanchai, HK

Tel: (852) 2529 0608 Fax: (852) 2529 8584

E-mail: info@sscleaning.com.hk Website: www.sscleaning.com.hk

Contact Person: Mr Lam Mo Kong 香港灣仔灣仔道 230 號

佳誠大厦 16 樓

電話: (852) 2529 0608 傳真: (852) 2529 8584

電郵: info@sscleaning.com.hk 網址: www.sscleaning.com.hk

聯絡人員: 林武江先生



公司名錄

SCIECO MOTION LIMITED

Rm 1607, 16/F, Wah Wai Centre, No. 38-40

Au Pui Wan Street, Fotan, Shatin, N.T.

Tel: (852) 3102 7608 Fax: (852) 3709 6159

E-mail: info@sciecomotion.com.hk

Website: www.sciecomotion.com.hk

Scope of Business:

Building Cleaning / Maintenance Chemical &

Equipment Supplies Cleaning Equipment

Environmental Equipment

Waste Collection & Disposal Equipment

Waste Collection and Management Vehicle

Contact Person:

Mr Ho Ka Hong

科匯動力有限公司

新界沙田火炭坳背灣街 38-40 號

華衛工貿中心 16 樓 1607 室

電話:(852)31027608

傳真: (852) 3709 6159

電郵: info@sciecomotion.com.hk 網址: www.sciecomotion.com.hk

業務範圍:

樓宇清潔/護理產品及器械供應

清潔設備

環保設備

廢物收集及清理設備

廢物收集及處理車輛

聯絡人員:

何嘉康先生

SHINY GLORY SERVICES LTD

Unit 301A, 3/F, Tower III Enterprise Square,

9 Sheung Yuet Road, Kowloon Bay, Kln

Tel: (852) 2753 7878

Fax: (852) 2753 7738

E-mail: info@shinyglory.com.hk

Website: www.shinyglory.com.hk

Contact Person:

Mr Benny Chan

丞美服務有限公司

九龍九龍灣常悅道9號

企業廣場一期三座 3 樓 301A 室

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40/F, One Taikoo Place, 979 King's Road,

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Fax: (852) 2743 7922

E-mail: kelvin.cheng@veolia.com

Contact Person:

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聯絡人員:

陳秉堃先生

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香港鰂魚涌英皇道 979 號

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傳真: (852) 2743 7922

電郵: kelvin.cheng@veolia.com

聯絡人員:

鄭永堅博士



公司名錄

SUI HING CHEMICAL CO LTD

Flat A & C, 3/F, Block A, City Industrial Complex

116-122 Kwok Shui Road, Kwai Chung, NT

Tel: (852) 2367 8288

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Website: www.suihing.com.hk

Contact Person:

Mr Tang Wing Keung

兆興化學用品有限公司

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電郵: john@suihing.com.hk

網址: www.suihing.com.hk

聯絡人員:

鄧永強先生

SWAN HYGIENE SERVICES LTD

7/F, 1111 King's Road, Taikoo Shing, HK

Tel: (852) 2512 1618

Fax: (852) 2887 2873

E-mail: swan@savillsguardian.com.hk

Website: www.swanservices.com.hk

Scope of Business:

General Cleaning

Housekeeping

Waste Management

Specialized Cleaning

Pest Control

Contact Person:

Ms. Cici Tse

時運服務有限公司

香港太古城英皇道 1111 號 7 樓

電話: (852) 2512 1618

傳真:(852)28872873

電郵: swan@savillsguardian.com.hk

網址: www.swanservices.com.hk

業務範圍:

一般清潔服務

管家清潔

廢物管理服務

專業清潔

滅蟲鼠白蟻服務

聯絡人員:

謝小姐



₩ VEOLIA

Company Listing

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979 Kings Road, Quarry Bay, Hong Kong

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Ms Natasha Wong

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香港鰂魚涌英皇道 979 號

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王穎妍女士

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Fax: (852) 2786 1211

E-mail: info@waihong.com.hk

Website: www.waihong.com.hk

Scope of Business:

General Cleaning Services

Clinical Waste Services

Pest, Rodent & Termite Control Services

Marble Crystallization Services

Solid Waste Collection Services

Contact Person:

Ms Joey Cheung

惠康服務集團 ブ

Waihong Services Group

A Member of FSE Lifestyle

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傳真:(852)2786 1211

電郵: info@waihong.com.hk

網址: www.waihong.com.hk

業務範圍:

一般清潔服務

醫療廢物處理

滅蟲鼠白蟻服務

雲石晶面護理

固體廢物收集及清理

聯絡人員:

張雪芬女士



公司名錄

THE WASTE TRUCK & MACHINE LTD

永澤清潔器材有限公司

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電郵: wingkailaw@winhoi.com

Website: www.winhoi.com

網址: www.winhoi.com

Contact Person:

聯絡人員:

Mr Law Wing Kai

羅榮溪先生

WAYLUNG WASTE SERVICES LTD

衛龍廢料處理有限公司

Flat 703-704, 7/F, Fuk Shing Commercial Building,

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電郵: sales@waylung.com.hk

Website: https://www.veolia.cn/en/business-cases/

網 址:https://www.veolia.cn/en/business-

waylung-waste-services

cases/waylung-waste-services

Scope of Business:

業務範圍:

Commercial & Industrial Waste Management

工商業廢物收集

Liquid Waste Disposal

液體廢物處理

Chemical and Clinical Waste Disposal

化學廢物及醫療廢物收集

Food Waste (Organic) Collection

廚餘(有機)收集

Cleaning Works in Confined Space

密閉空間清理工程

Smart Resource Recovery & Recycling

智能資源回收系統

Contact Person:

聯絡人員:

曹明悌先生

Mr Marcus Tso



永順集團香港

Company Listing

公司名錄

WINSON GROUP HONG KONG LTD

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Tel: (852) 2156 3388 Fax: (852) 2751 6681

E-mail: info@winsongrouphk.com

Website: www.winsongrouphk.com

Scope of Business:

Environmental Hygiene and Related Services

Airline Catering Support Services

Pest Management Services

Contact Person:

Ms Tannie Sze

永順集團香港有限公司

香港新界荃灣沙咀道6號

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電話: (852) 2156 3388

傳真:(852) 2751 6681

電郵: info@winsongrouphk.com 網址: www.winsongrouphk.com

業務範圍:

環境衞牛及相關服務

航空餐飲支援服務

蟲控管理服務

聯絡人員:

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聯絡人員: 周偉明先生



Service / Product Index 服務 / 產品索引

SERVICE / PRODUCT INDEX 服務 / 產品索引

Automatic Petrol-Interceptors

(Car Parks) Cleaning Services

Waylung Waste Services Ltd

停車場隔油池清理服務

衛龍廢料處理有限公司

Building Cleaning / Maintenance Chemical &

Equipment SuppliesScieco Motion Ltd

樓宇清潔/護理產品及器械供應

科匯動力有限公司

Carpet & Rug Cleaning Service

Citifame Co Ltd

Winson Group Hong Kong Ltd

地氈清潔服務

城輝企業有限公司

永順集團香港有限公司

Chemical Waste Collection & Disposal

Baguio Green Group

Waylung Waste Services Ltd

化學廢物收集及處理

碧瑶綠色集團

衛龍廢料處理有限公司

Cleaning Equipment

Scieco Motion Ltd

清潔設備

科匯動力有限公司

Clinical Waste Disposal

Baguio Green Group

Waihong Environmental Services Ltd

Waylung Waste Services Ltd

醫療廢物處理

碧瑶綠色集團

惠康環境服務有限公司

衛龍廢料處理有限公司

Collection of Recyclables

Baguio Green Group

Waylung Waste Services Ltd

可循環廢物收集

碧瑶綠色集團

衛龍廢料處理有限公司

Contaminated Soil Remediation

Waylung Waste Services Ltd

污染泥土復修處理

衛龍廢料處理有限公司



Service / Product Index 服務/產品索引

SERVICE / PRODUCT INDEX 服務 / 產品索引

Desludging Services

Waylung Waste Services Ltd

淤泥清理服務

衛龍廢料處理有限公司

Drain Cleaning Services

Waylung Waste Services Ltd

渠道清潔

衛龍廢料處理有限公司

Environmental Equipment

Scieco Motion Ltd

環保設備

科匯動力有限公司

Exterior Wall Cleaning

Baguio Green Group

Winson Group Hong Kong Ltd

外牆清洗

碧瑶綠色集團

永順集團香港有限公司

Food (Organic) Waste Collection Services

Waylung Waste Services Ltd

廚餘(有機廢料)收集服務

衛龍廢料處理有限公司

General Cleaning Service

Baguio Green Group

Citifame Co Ltd

Swan Hygiene Services Ltd

Waihong Environmental Services Ltd

Waylung Waste Services Ltd

Winson Group Hong Kong Ltd

一般清潔服務

碧瑶綠色集團

城輝企業有限公司

時運服務有限公司

惠康環境服務有限公司

衛龍廢料處理有限公司

永順集團香港有限公司

Grease Trap Cleaning Services

Waylung Waste Services Ltd

隔油池清理服務

衛龍廢料處理有限公司

Kitchen Cleaning Service

Citifame Co Ltd

Swan Hygiene Services Ltd

廚房清潔

城輝企業有限公司

時運服務有限公司



Service / Product Index 服務 / 產品索引

SERVICE / PRODUCT INDEX 服務 / 產品索引

Liquid Waste Removal Service

Waylung Waste Services Ltd

液體廢物清理服務

衛龍廢料處理有限公司

Marble Crystallization Maintenance

Waihong Environmental Services Ltd

雲石晶化護理

惠康環境服務有限公司

Office Cleaning Service

Citifame Co Ltd

Swan Hygiene Services Ltd

Winson Group Hong Kong Ltd

辦公室清潔

城輝企業有限公司

時運服務有限公司

永順集團香港有限公司

Organic Waste Composting

Baguio Green Group

有機堆肥

碧瑤綠色集團

Pest, Rodent & Termite Control Services

Baguio Green Group

Swan Hygiene Services Ltd

Waihong Environmental Services Ltd

Winson Group Hong Kong Ltd

滅蟲鼠白蟻服務

碧瑶綠色集團

時運服務有限公司

惠康環境服務有限公司

永順集團香港有限公司

Rental of Smart Waste & Recyclables
Handling Equipment

Waylung Waste Services Ltd

智能廢料及回收物處理設備租用服務

衛龍廢料處理有限公司

Septic Tank Cleaning

Waylung Waste Services Ltd

化糞池清理服務

衛龍廢料處理有限公司



Service / Product Index 服務 / 產品索引

SERVICE / PRODUCT INDEX 服剂

服務 / 產品索引

Solid Waste Collection & Disposal

Baguio Green Group

Waihong Environmental Services Ltd

Waylung Waste Services Ltd

Winson Group Hong Kong Ltd

固體廢物收集及清理

碧瑤綠色集團

惠康環境服務有限公司

衛龍廢料處理有限公司

永順集團香港有限公司

Stone Care & Restoration

Swan Hygiene Services Ltd

Winson Group Hong Kong Ltd

石材護理及翻新

時運服務有限公司

永順集團香港有限公司

Sump Pit Cleaning

Waylung Waste Services Ltd

沙井清理

衛龍廢料處理有限公司

Used Oil & Contaminated Oily

Wastewater Collection

Waylung Waste Services Ltd

廢油及工業廢水回收

衛龍廢料處理有限公司

Waste Collection & Disposal Equipment

Professional Environmental Engineering Ltd

Scieco Motion Ltd

廢物收集及清理設備

專業環保工程有限公司

科匯動力有限公司

Waste Collection & Management Vehicle

Scieco Motion Ltd

廢物收集及管理車輛

科匯動力有限公司

Wastewater Disposal

Waylung Waste Services Ltd

廢水清理

衛龍廢料處理有限公司



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89	FAT KEE STEVEDORES LTD	發記運輸有限公司
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91	SWAN HYGIENE SERVICES LTD	時運服務有限公司
93	WAIHONG ENVIRONMENTAL SERVICES LTD	惠康環境服務有限公司
94	WAYLUNG WASTE SERVICES LTD	衛龍廢料處理有限公司
92	WINSON GROUP HONG KONG LTD	永順集團香港有限公司



碧瑤融入創新科技 邁向可持續環境服務





CIMC Vehicles (HK) Limited

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Email: hwah@netvigator.com Website: www.cimc.com

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Committed to Advancing Waste Management Practices 推動廢料管理業務,盡心做到最好



發記運輸有限公司 Fat Kee Stevedores Ltd.

14B, Waylee Industrial Centre, 30-38 Tsuen King Circuit, Tsuen Wan, N.T., Hong Kong

香港新界荃灣荃景圍30-38號 匯利工業中心14樓B室

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