

10. Health and Safety

10.1. Health and Safety Commitment

Health & Safety is always among our top priorities. A Health and Safety Board is in place to ensure that the Company's Health and Safety Policy applies to all areas of its operations.

With the outbreak of COVID-19, a high-level committee chaired by the Operations Director has been established to coordinate the Company's anti-pandemic efforts, ensuring business continuity while protecting the safety of our employees.

10.2. Safety Management Systems

Our Safety Management Systems conform to the ISO 45001 standard for all major operations and are enforced stringently within the Company.

10.3. Ensuring Health and Safety at Work

We aim to achieve an accident-free operation. On top of running our health and safety management systems in line with international standard, stringent in-house safety rules, code of practice and work instructions are enforced in all aspects of our business activities.

To minimise the risk of COVID-19 infection, we have introduced work segregation, split team and work-from-home arrangements for employees. We also require all our staff to strictly observe social distancing requirements and issue them with face masks and hand sanitisers.

We have been promoting 5S good housekeeping as a tool to improve productivity and safety in our business activities. We also implement our Work Safe Behaviour programmes to help identify and improve working processes to ensure safety performance. Besides the audits by external parties such as HKQAA, we conduct various internal safety audits and inspections regularly to identify opportunities for improvement.

HK Electric conducts regular drills and functional exercises throughout the year for a wide range of scenarios, such as emergency evacuation and chemical spillage to identify potential risk factors and develop recovery plans.

We have signed the Joyful@Healthy Workplace Charter and made every effort to promote healthy eating, physical activity and mental well-being. Throughout the year, different health talks and workshops are organised for all employees.



We are also a keen advocate of occupational health. The Influenza Pandemic Prevention Committee keeps a close watch on the latest developments of Influenza Pandemic, COVID-19 and other communicable diseases, reviews precautionary measures, and formulates appropriate contingency plans.

During the outbreak of COVID-19, the Company elevates the response level of its Influenza Pandemic Contingency Plan to emergency level and steps up the preventive and control measures in its operations. A series of drills have been conducted.

10.4. Promoting Safety Awareness

Training and promotion campaigns are organised throughout the year. Though face-to-face activities have been suspended under the pandemic, exchanges of views and learning through online platforms continue.

With an aim to encourage staff to come up with innovative ideas to further improve our safety performance, we organized the "Continuous Safety Improvement and Innovation Scheme" which has brought benefits to our operations.

We offer a wide range of incentives to employees motivating them to put health and safety into everyday practice and work towards an incident-free operation. Through our Safety Excellence Scheme and Safety Incentive Scheme for frontline employees, we present awards to recognise staff's efforts in ensuring safety.

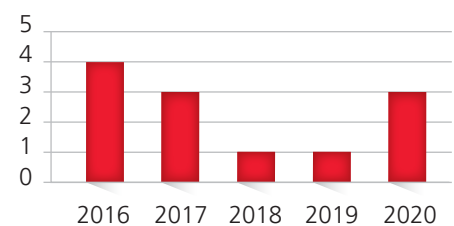
10.5. Safety Performance

HK Electric holds an excellent track record in safety performance, and our accident rates have been far below the Occupational Injury Rate of Hong Kong in the past years. The charts show our safety performance in the past five years (Figure 7) as well as the comparison of HK Electric's Lost Time Injury Frequency Rate with the Occupational Injury Rate of Hong Kong (Figure 8).



Figure 7 – Safety Statistics (2016-2020)

Number of Lost Time Injuries of HK Electric

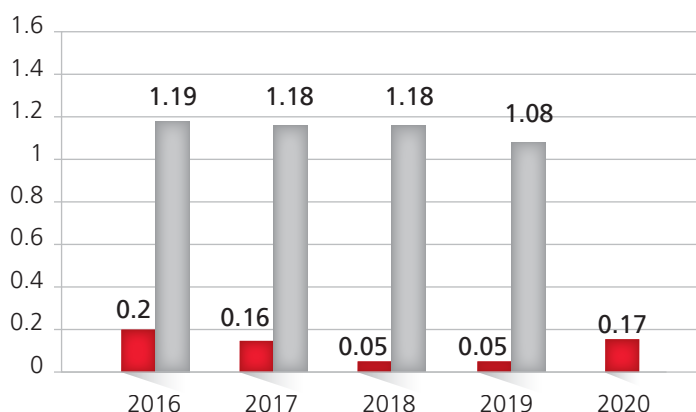


Remark: A Lost Time Injury ("LTI") of HK Electric is a work-related injury that results in time lost from work of at least one day or shift.

Figure 8 – Safety Performance Comparison (2016-2020)

Injury Rate per 100 employees

● Lost Time Injury Frequency Rate of HK Electric
● The Occupational Injury Rate of Hong Kong



Remarks:

- The Lost Time Injury Frequency Rate of HK Electric can be interpreted as the approximate percentage of the workforce who has experienced a Lost Time Injury during the year.
- Source of the Occupational Injury Rate of HK: Labour Department Occupational Safety and Health Statistics Bulletin (August 2020).
- The Occupational Injury Rate of HK in 2020 is not available.