

Special Award for Small Enterprises and Start-ups – Venture Global Limited 小型企業及初創企業特別獎 – 宏才拓展有限公司

Report from the Board of Examiners

Established in 1998, Venture Global Limited is an innovative value-driven ODM with four products pillars and an established international market. The company focuses on horizontal development in DIY home care packages, specializing in home safety and security, elderly care, traveler's safety, and intercom products with a good profit margin. The company's headquarters is located in Hong Kong, and its manufacturing carried out in Dongguan, China. The Venture's long-term strategy is to permeate their unique 4A management concept into every level of its business and culture. The CEO communicates the VMV to the workforce on various occasions, such as meetings, briefing sessions and town hall meetings. The company is people driven with a sustainability focus. Its governance and ethical guidelines are published in the employee handbook with employment requirements on confidentiality, general data protection regulation compliance, and anti-corruption. The company clearly emphasizes corporate governance, and business integrity and ethics. A top-down procedure for establishing the strategic plan is in place, with support from external management consulting company. The 5P (Product, Price, Position, Place and People) approach is used for sales and marketing plan. The principle of 4M1E (Man, Machine, Material, Method and Environment) is used to support resource planning. A rolling 3-year plan with qualitative and quantitative objectives is initiated every year.

The company determines customer and market requirements by paying attention to the changes in market information, market development and trends and opportunities, and trends followed by competitors, supply chains and partners. The company has a long history of developing and producing healthcare products for the elderly, such as fire-alarm bridge, doorbell, alarm clock, wireless temperature sensor, and driveway alert. The company has developed partnership with manufacturers in China in response to the mass production and delivery of finished products to overseas customers.

The company has created an effective staff communication environment amongst the staff. Key work processes and control procedures are in place in its operation in both Hong Kong and Mainland China. The suppliers' and business partners' assessment, management and quality control are included in the workflow plan. Basic emergency plan and handbooks are available for the staff concerned. Research and development results in increasing wireless transmission range, and in the development of magnetic induction probe. The company's sensor and new products have focused on IoT. Semi-automation is used to reduce workforce dependence. The company has managed to switch to another market before the previous products reached the end of their product life cycles.

評審委員會報告

宏才拓展有限公司於1998年成立，是一間以創新價值為驅動的ODM，擁有四大產品支柱和成熟的國際市場。公司專注於DIY家庭護理產品的質量發展，並專門發展家居安全和保護、安老、旅行安全及對講機等產品，為公司帶來良好的收益。公司總部設在香港，並在中國東莞製造和生產。宏才拓展的長期戰略是將其獨特的4A管理理念滲透到其業務和文化的各個層面。首席執行官會在會議、簡報會和員工大會等不同場合向員工傳達公司願景、使命及核心價值。公司以人為本，以可持續發展為重點。員工手冊內載有公司管治和道德準則，其中包含有關保密、通用資料保護規則合規性和反貪污的僱傭要求。公司強調企業管治、商業誠信和道德的重要性。在外部管理顧問公司的支持下，公司制定了自上而下的策略計劃程序。公司應用5P(產品、價格、定位、地區和人類)方法進行銷售和營銷計劃，並秉持4M1E(員工、機器、物料、方法和環境)的原則，妥善規劃資源。公司每年都會啟動具有定性和定量目標的三年計劃。

公司密切關注市場資訊、市場發展趨勢和機遇的變化，以及競爭對手、供應鏈和合作夥伴所伴隨的趨勢來釐定客戶和市場需求。公司在開發和生產長者保健產品歷史悠久，例如：火警鐘、門鈴、鬧鐘、無線溫度感應器、車道警報等。為應付海外客戶大批量成品的需求，公司與多家中國製造商建立合作夥伴關係。

公司為員工創造有效的溝通環境，並在香港和中國內地的運營均設有關鍵工作流程和控制程序。工作流程計劃包括對供應商和業務合作夥伴進行評估、管理和質量控制等工作。相關人員均備有基本應急方案和手冊。研究和開發的成果擴大了無線傳輸範圍，並開發磁感應探頭。公司專注開發物聯網相關的感應器和其他新產品。公司採用半自動化設備，減少對勞動力的依賴。公司成功在舊有的產品達到其產品生命週期結束之前轉移到另一個市場。