



The Hong Kong Management Association
65 Years of Advancing Excellence

“LET’S JOIN HANDS
TO BUILD A SUSTAINABLE
FUTURE!”



HKMA
SUSTAINABILITY
AWARD 香港可持續發展獎 **2025**



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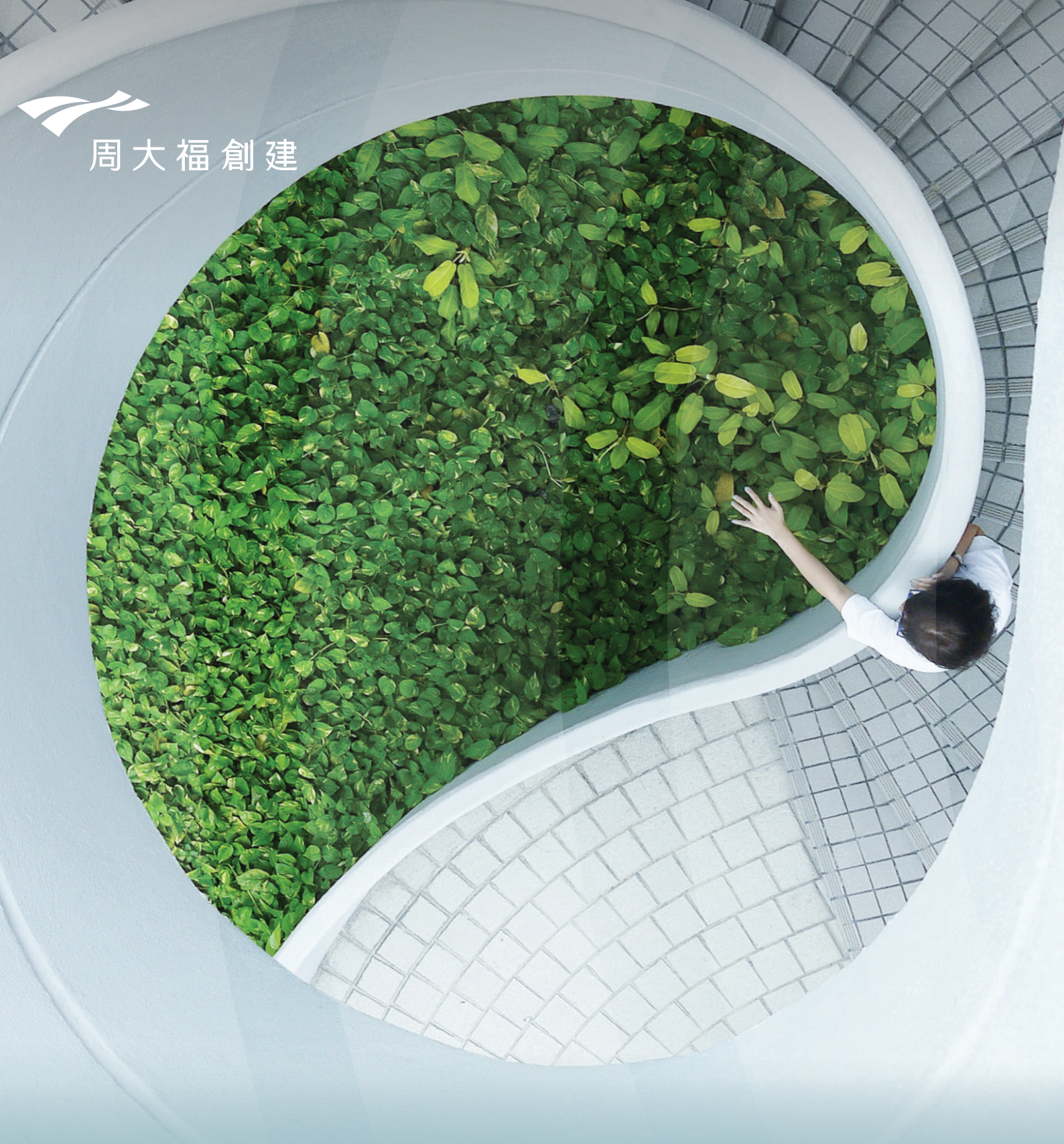
BEA
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周大福創建



周大福創建有限公司（香港股份代號：659）在香港聯合交易所有限公司上市，是一家主要在香港和內地擁有多元化及市場領先業務的綜合企業。集團業務包括收費公路、保險、物流、建築及設施管理。集團實踐可持續的商業模式，致力為所有持份者和社會創造更多價值。

Listed on The Stock Exchange of Hong Kong Limited, CTF Services Limited (Hong Kong Stock Code: 659) is a conglomerate with a diversified portfolio of market-leading businesses, predominantly in Hong Kong and the Mainland. The Group's businesses include toll roads, insurance, logistics, construction, and facilities management. Through the Group's sustainable business model, it is committed to creating more value for all stakeholders and the community.



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CTF Services Limited



CTFServices

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HK\$80 Billion
Sustainability Power Up Fund
Empowering businesses in
achieving their green transition



可持續發展
Power Up

可持續發展Power Up融資基金 Sustainability Power Up Fund

恒生銀行致力支持各行各業，設立高達800億港元的可持續發展Power Up融資基金，為企業的綠色轉型提供融資支援，助客戶實現可持續發展目標。立即聯繫我們的Sustainability Power Up Team，展開綠色轉型之旅，助你生意Power Up!

Hang Seng Bank is committed to supporting businesses from all fronts. The **HK\$80 billion** Sustainability Power Up Fund is designed to assist with your green transition journey and to support your sustainable development goals. Contact our Sustainability Power Up Team and embark on your green journey for long-term growth.

恒生可持續金融客戶專享優惠 Exclusive Offers For Hang Seng Sustainable Finance Customers

恒生銀行提供多元化金融方案，由即日起，合資格客戶成功申請綠色貸款、社會貸款或可持續發展表現掛鈎貸款，可以獲得可持續金融客戶專屬優惠，包括一般保險、企業員工專屬優惠計劃及貿易融資方案。此外，合資格客戶更可獲回贈最高至全數相關所需的認證費用，最高達200,000港元。

Hang Seng Bank offers a comprehensive range of financing solutions. Starting today, eligible customers who successfully apply for **Green Loans**, **Social Loans**, or **Sustainability-linked Loans** can enjoy exclusive benefits, including general insurance, corporate employee privilege programmes, and trade finance solutions. Eligible customers may receive a rebate of up to the full amount of the relevant assessment fees, capped at HK\$200,000.

策略夥伴 全力支持 Full Support From Strategic Partners

除銀行服務，亦可享受我們ESG策略夥伴的一系列優惠，在不同層面致力提供支援。

Our ESG strategic partners are also here to support your green journey by offering a broad range of resources and expertise.



ESG 報告及評級
ESG Reporting & Rating



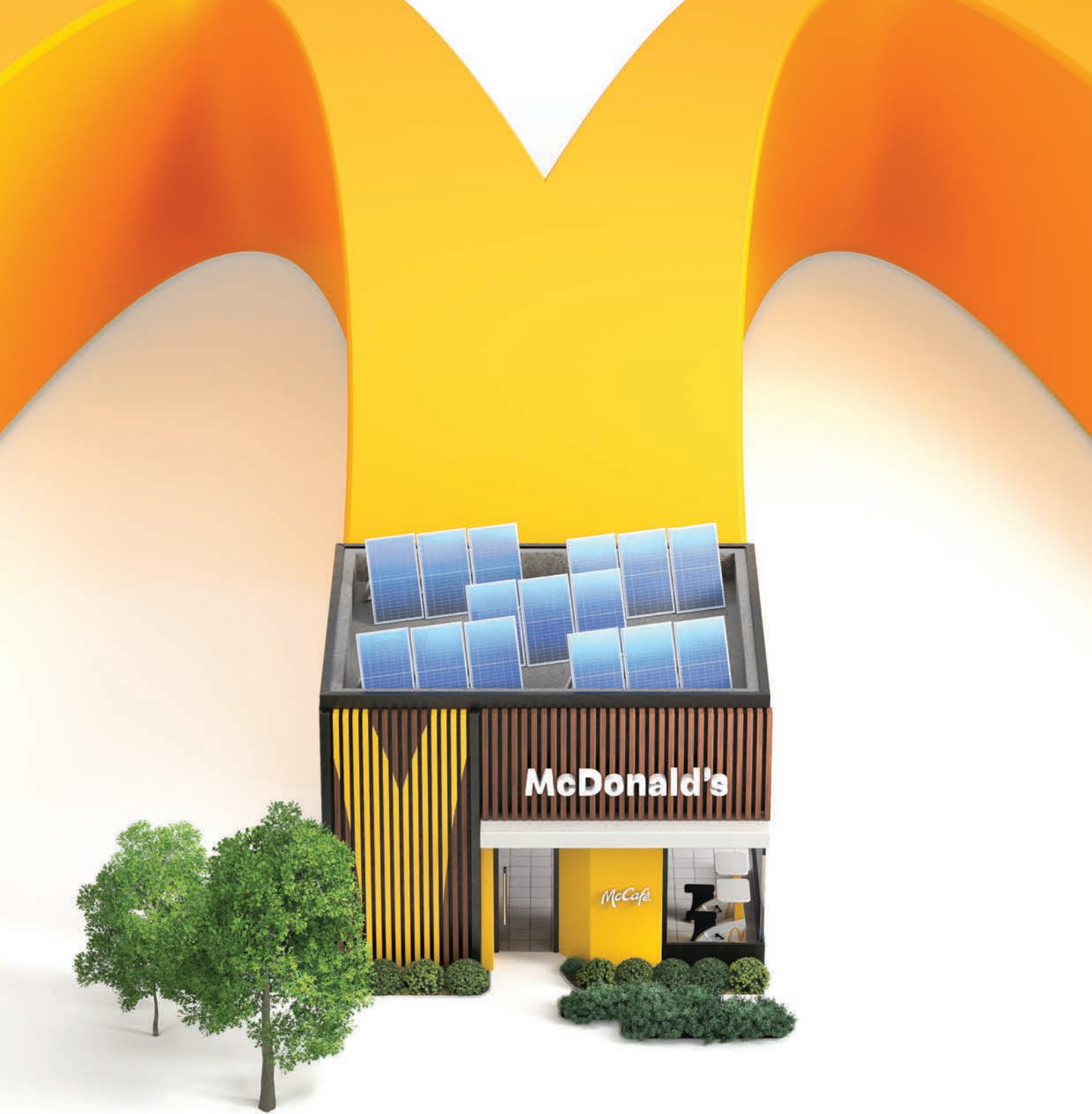
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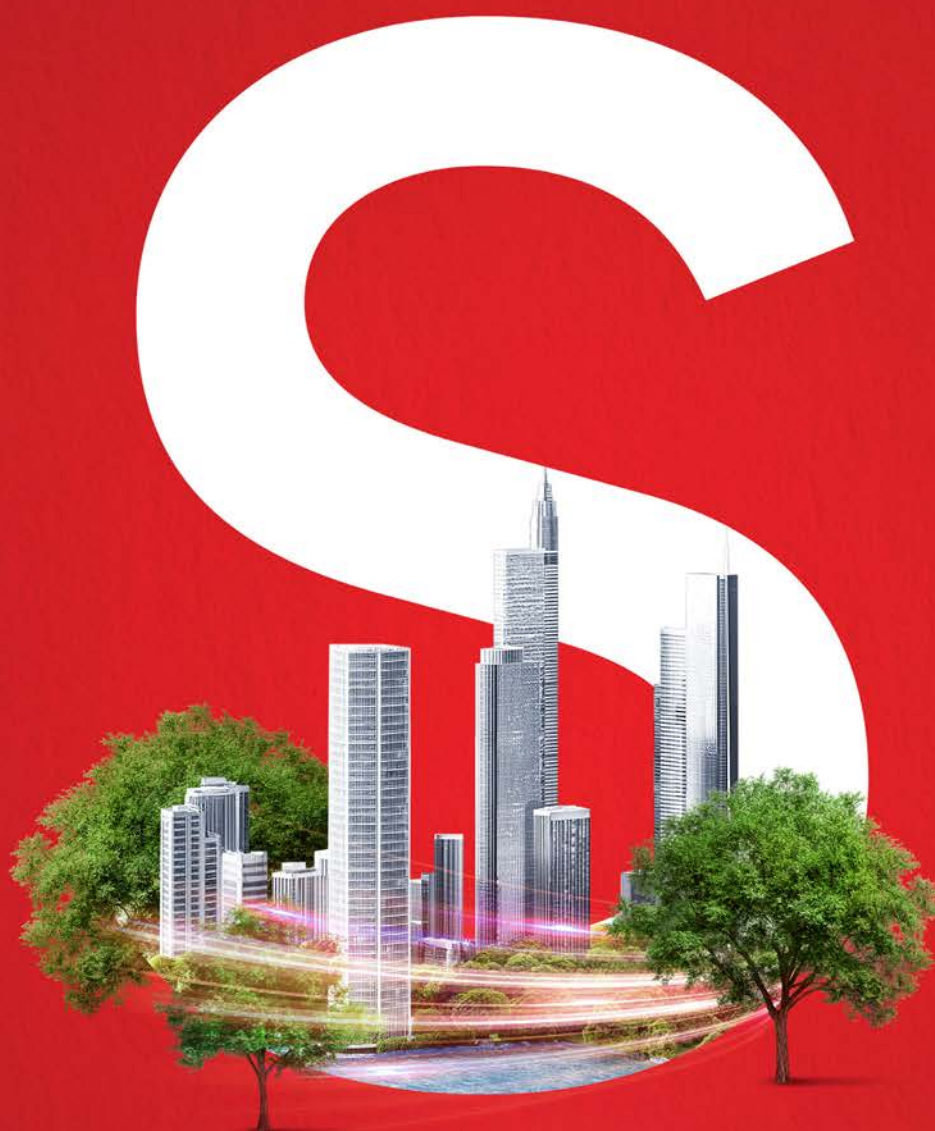


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*For the twelve months ended 30 June 2024.

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AWARD BACKGROUND

Sustainable development is the new frontier of business and organizations. It has emerged over the past decades and gained wide acceptance after its appearance in *Our Common Future*, a report published by World Commission on Environment and Development in 1987. In the report, sustainable development was given a fundamental definition of "development that meets the needs of the present without compromising the ability of future generations to meet their own needs".

Sustainable development then gradually evolved into considering social equity, economic, and environmental factors simultaneously, which is also known as the triple bottom line for both social and private enterprises. Nowadays, sustainability development encompasses various aspects of life, ranging from economic advancement to gender equality, climate change to health and safety.

The growing importance of sustainability is evident in view of the constant increase global sustainable investments. Research has also indicated that sustainability initiatives can help an organization improve on financial performance by seizing new markets, managing risks and improving returns on capital. These are essential for an organization to survive in today's drastically changing and increasingly complex global business environment.

It is beyond doubt that sustainable development delivers immediate as well as long-term benefits for businesses, people and the planet, which is especially important to an international centre like Hong Kong. In view of the growing importance of Sustainability among the business community, The Hong Kong Management Association launched the HKMA Sustainability Award in October 2016 as a long-term initiative to promote sustainability. Since its inception, the Award has garnered strong interest from over 100 organizations in each edition, with small and medium-sized enterprises comprising half of the participants. It is positive proof that regardless of the company's size, scale and nature of its business, sustainability can become a staple of its operation and culture.

HIGHLIGHTS OF THE AWARD

- Through a holistic approach, the Award brings recognition to organizations, business leaders and sustainability experts that have demonstrated due consideration to the economic, social, and environmental aspects of sustainability while achieving good business and organizational performance.
- The Award is developed by a pool of business leaders and sustainability experts, and its approach is suitable for the current business environment.
- The Award advocates cross-sector sharing of best practices of sustainability, inspires organizations to entrench sustainability into their operation and culture with the aim of achieving long-term business sustainability.
- The Organization Award Category is open to all organizations, from private to public sectors, regardless of their, sizes and nature of business or service.
- The Individual Award Category bestows recognition to business leaders sustainability experts for their contribution to the sustainable development of their organizations and the business community.

OBJECTIVES

- To raise awareness of the importance of sustainability in the business community
- To give public recognition to organizations demonstrating a commitment to sustainability in their operation while achieving good organizational performance
- To recognize business leaders and sustainability experts for their significant contribution to the sustainable development of their organizations, as well as the business community
- To provide a platform for organizations to benchmark best practices of sustainability



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Centre for Business Sustainability
The Chinese University of Hong Kong

Mr Aaron Tam
Senior Manager, Environmental Capability Building
Gap Inc.

PANEL OF JUDGES

The Panel of Judges is composed of members of the Award Organizing Committee and business leaders from various industries. They will interview the finalists of the Distinction Award of Organization Award and Distinguished Sustainability Leadership Award of Individual Award of Large Organization and Small-and-Medium-sized Organization categories to decide on the winners of the Grand Award, Distinction Award, Sustainability Leader of the Year and Distinguished Sustainability Leadership Award.



AWARD CATEGORIES

There are two categories for the awards, namely:

- Organization Awards
- Individual Awards

ORGANIZATION AWARDS

a) Eligibility

The Award is open to all organizations from the public or private sector.

- **Private or Listed companies** (including Hong Kong and Non-Hong Kong organizations).
- **Non-governmental Organizations / Non-profit-making Organizations / Social Purpose Organizations** such as educational institutions, healthcare institutions, charitable institutions, social service organizations, social enterprises, statutory bodies, chambers of commerce and professional bodies
- **Government Bureaux / Government Departments**

The participating organizations will be categorized according to the total number of employees under the organization's span of control, including those outside the place of registration. The two Award Categories include:

- **Large Organization** (with a total number of employees, including those outside the place of registration, exceeding 100)
- **Small-and- Medium-sized organization***
(*An organization satisfies any two of the following conditions (Company Ordinance):
(a) Total annual revenue does not exceed HK\$100 million;
(b) Total assets does not exceed HK\$100 million;
(c) No more than 100 employees.)

The sustainability initiatives or cases cited in the application form should be:

- implemented by the participating organizations;
- launched in the past two (2023 & 2024) or calendar years; and
- focusing on the progress made in the current fiscal or calendar years (i.e., 2023 & 2024) compared to the last fiscal or calendar years (i.e., 2022 & 2023), emphasizing incremental improvements.

To ensure a level playing-field, entries will be assessed among the same category. The Award Secretariat may request verification of the information submitted by participating organizations during the judging process.



b) Awards and Recognition

- **Grand Award** will be selected from among the Distinction Award winners in each category (e.g. large organization, medium and small-sized organization) to give the highest accolade for its excellent achievement in sustainability.
- **Distinction Award(s)** will be awarded to organizations demonstrating excellent achievements in sustainability in each category which are the role model for organizations in the industry and the business community at large.
- **Merit Award(s)** will be granted to organizations demonstrating outstanding achievements in sustainability.
- **Certificate(s) of Excellence** will be granted to organizations demonstrating excellent commitment and efforts in sustainability.
- **Special Award(s):**
 - a) **Excellence in Sustainability Initiative** will be granted to organizations which have implemented outstanding sustainability initiatives / cases with proven positive impact on its business / organizational performance. The Special Award will be granted to organizations with outstanding performance in the Economic, Social and Environmental dimensions respectively. They include:
 - **Excellence in Economic Sustainability Initiative**
 - **Excellence in Social Sustainability Initiative**
 - **Excellence in Environmental Sustainability Initiative**
 - b) **Excellence in Innovation** will be granted to organizations which have incorporated innovative ideas in the sustainability initiatives or have implemented their sustainability measures in an innovative way; or have made use of innovative methods to promote the importance of sustainability among the stakeholders.
 - c) To further promote sustainability development among Non-Governmental Organizations (NGOs), Non-Profit Organizations (NPOs), Social Enterprises, Kindergartens, Primary Schools, and Secondary Schools, Non-Hong Kong Organizations as well as Government Bureaux or Departments / Public Sector / Statutory Bodies, the following Special Awards will be granted to recognize their excellent achievements in sustainability in every dimension:
 - **Special Award for NGO/NPO/Social Enterprise**
 - **Special Award for Kindergarten/Primary & Secondary Schools**
 - **Special Award for Non-Hong Kong Organizations**
 - **Special Award for Government Bureaux or Departments / Public Sector / Statutory Bodies (New!)**
(Eligible organizations will be required to specify the nature of their organization in the Entry Form.)

There is no limit to the number of awardees of Distinction Award, Merit Award, Certificate of Excellence and Special Award. Additional Special Awards may be granted at the discretion of the Examiners and Judges to recognize organizations with outstanding performance in specific areas.

c) Judging Process and Award Schedule

Submission of Entry Form (Deadline: 23 May 2025)	All participating organizations are required to fill in and submit the online Entry Form.
Submission of Application Form (Deadline: 24 June 2025)	All participating organizations are required to fill in and submit the online Application Form.
1st Round Judging (4 - 28 July 2025)	The Board of Examiners will conduct initial screening, propose finalists of the Distinction Award, and recipients of Merit Award, Certificate of Excellence and Special Awards among all the entries.
Final Judging (8 & 9 September 2025)	All finalists of Distinction Award will be interviewed by the Panel of Judges. The Judges will then decide on the winners of the Grand Award, the Distinction Award and the recipients of the Merit Award, Certificate of Excellence and Special Awards. The Board of Examiners may conduct site visits when necessary.
Sustainability Summit (25 September 2025)	Finalists of Distinction Award of Large Organizations and SMEs Category are requested to present their sustainability policies / measures / best practices at the Sustainability Summit which is open to all executives. The event serves as an excellent platform advocating cross-sector sharing of best practices of sustainability.
Award Presentation Ceremony (17 November 2025)	All the results of the awards will be announced at the Award Presentation Ceremony during the Annual Fellowship Dinner.



d) Judging Criteria for Organization Award

	Scores
I. Management Commitment and Stakeholder Engagement	10
1. <u>Management Commitment</u> <ul style="list-style-type: none"> i. Incorporation of sustainability into mid-/long-term business goals that address global risks ii. Presence of sustainability department or personnel and budget iii. Provision of ESG reportin iv. Top-management involvement in sustainability 2. <u>Stakeholder Engagement</u> <ul style="list-style-type: none"> i. Well-defined key stakeholders ii. Regular communication and engagement with stakeholders on the organization's targets, strategies and initiatives for sustainability iii. Well-established sustainable procurement process iv. Initiatives to promote sustainability within the organization v. Sustainability training and development to enhance employee skills and knowledge 	
II. Key Elements of Sustainability	90
a. ECONOMIC DIMENSION	30
1. <u>Financial Sustainability</u> <ul style="list-style-type: none"> i. Strategies to strike a balance between short-term financial goals and long-term business sustainability 2. <u>Corporate Governance</u> <ul style="list-style-type: none"> i. Board-level awareness of sustainability ii. Presence of Board-level committees such as audit, nomination and remuneration iii. Measures to ensure board effectiveness iv. Targets and measures to ensure board diversity v. Regular external and internal audits 3. <u>Risk & Crisis Management</u> <ul style="list-style-type: none"> i. Internal control processes and framework to identify and address risks ii. Initiatives to foster an effective risk management culture 4. <u>Business Integrity and Ethics</u> <ul style="list-style-type: none"> i. Policies and control processes to ensure compliance with laws and regulations such as personal data privacy, prevention of bribery and intellectual property rights within the organization and across the supply chain ii. Regular communication and training to employees to ensure compliance of relevant laws and regulations iii. Commitment to upholding business ethics 5. <u>Impact</u> <ul style="list-style-type: none"> i. The economic sustainability measures / initiatives / policies bring positive impact on business / organizational performance or on the society 	
b. SOCIAL DIMENSION	30
1. <u>Community Investment</u> <ul style="list-style-type: none"> i. Community investment strategies to create long-term value for the organization, beneficiaries and society ii. Support for disadvantaged and underprivileged groups iii. Partnerships with non-profit-making and charitable organizations to carry out community investment strategies iv. Measures to foster a community caring culture within the organization v. Measures to encourage participation of employee and other stakeholders in volunteering work 	



	Scores
b. SOCIAL DIMENSION	
2. <u>People</u> <ul style="list-style-type: none"> i. Code of conduct and other policies to encourage appropriate employee behaviour ii. Clearly defined whistleblowing policy to ensure adherence to the code of conduct and other policies iii. Regular review of employee information for effective people policies iv. Open communication at all levels v. Measures to attract and retain talent vi. Training and development to meet the employee needs and to facilitate knowledge transfer vii. Measures to ensure a safe and healthy working environment, to facilitate employee wellness and health and to promote work-life balance viii. Availability of family-friendly policies, practices and benefits ix. Targets and measures to promote workforce diversity and an inclusive culture 3. <u>Impact</u> <ul style="list-style-type: none"> i. The social sustainability measures, initiatives and policies have brought positive impact on business and organizational performance and/or the society (e.g. cross-industry collaboration, behavioral / policy change, advocacy, etc.) 	
c. ENVIRONMENTAL DIMENSION	30
1. <u>Environmental Management Policies and Systems</u> <ul style="list-style-type: none"> i. Availability of Environmental Management System (EMS) ii. Attainment of EMS certifications iii. Policies and systems to identify, monitor and measure environmental footprint iv. Internal control processes to ensure compliance with environmental laws & regulations 2. <u>Environmental Management Measures and Implementation</u> <ul style="list-style-type: none"> i. Measures to drive environmental improvement ii. Incorporation of environmental consideration in the design of manufacturing / service-providing processes iii. Strategies to address future risks associated with environmental impact, potential regulations, climate change, etc 3. <u>Impact</u> <ul style="list-style-type: none"> i. The environmental sustainability measures / initiatives / policies have brought positive impact on business and organizational performance and/or the society (e.g. cross-industry collaboration, behavioral / policy change, advocacy, etc.) 	
Total	100



e) Judging Criteria for Special Awards

Showcase of Sustainability Initiatives and Innovation for Special Awards		Scores
1. <u>Excellence in Economic Sustainability Initiative</u> Showcase of an outstanding sustainability initiative / policy / practice under Economic Dimension with proven positive impact of sustainability in economic dimension on business / organizational performance		10
2. <u>Excellence in Social Sustainability Initiative</u> Showcase of an outstanding sustainability initiative / policy / practice under Social Dimension with proven positive impact on business / organizational performance and/or the society (e.g. cross-industry collaboration, behavioral / policy change, advocacy, etc.)		10
3. <u>Excellence in Environmental Sustainability Initiative</u> Showcase of an outstanding sustainability initiative / policy / practice under Environmental Dimension with proven positive impact on business / organizational performance and/or the society (e.g. cross-industry collaboration, behavioral / policy change, advocacy, etc.)		10
4. <u>Excellence in Innovation</u> Showcase of an innovative sustainability initiative / policy / practice with proven positive impact of overall sustainability on business / organizational performance		10

Organizations could compete for a maximum of 3 Special Awards.

Participating organizations could cite a campaign illustrating outstanding sustainability initiative / policy / practice under the Economic / Social / Environmental Dimension as well as innovation.

Participating organizations are requested to illustrate the campaign in no more than one page (A4 in pdf) and a minimum font size of 10 for each Special Award. Tables and charts could be used. The example could illustrate qualitative and/or quantitative impact.

The sustainability initiative/policy/measure cited should be:

- implemented by the participating organizations;
- launched in the past two (2023 & 2024) or calendar years; and
- focusing on the progress made in the current fiscal or calendar years (i.e., 2023 & 2024) compared to the last fiscal or calendar years (i.e., 2022 & 2023), emphasizing incremental improvements.



INDIVIDUAL AWARDS

a) Eligibility

The Award is intended to recognize business leaders and sustainability experts for their significant contribution to the sustainable development of their organizations, as well as the business community. All entrants must be nominated by their organizations. Each organization can nominate one candidate for the Distinguished Sustainability Leadership Award.

The candidate should be business leaders or sustainability experts who have:

- occupied a senior position (C-suite level or above); and
- played a leading role in the sustainable development of the organization, as well as the business community.

b) Awards and Recognition

The following awards will be granted by the Panel of Judges:

- **Distinguished Sustainability Leadership Award**
- **Sustainability Leader of the Year** will be selected from among all the winners of the Distinguished Sustainability Leadership Award.

There is no limit to the number of Distinguished Sustainability Leadership Awardees.

c) Judging Process and Award Schedule

Submission of Nomination Form (Deadline: 23 May 2025)	All entrants must be nominated by their organizations and are required to fill in and submit the online Nomination Form.
Submission of Application Form (Deadline: 24 June 2025)	All entrants are required to submit a four-page write-up detailing their achievements and contribution to the sustainable development of the organization and the business community together with a one-page summary of personal information.
1st Round Judging (4 - 28 July 2025)	The Board of Examiners will decide on the finalists of the Distinguished Sustainability Leadership Award for the Final Judging.
Final Judging (8 & 9 September 2025)	All finalists will be interviewed by the Panel of Judges. The Judges will then decide on the winners of the Distinguished Sustainability Leadership Award and Sustainability Leader of the Year.
Award Presentation Ceremony (17 November 2025)	All the results of the awards will be announced at the Award Presentation Ceremony during the HKMA Annual Fellowship Dinner.



d) Judging Criteria

	Scores
I. Personal Commitment	30
1. Demonstrates strong passion for sustainability and long-term vision for a sustainable future 2. Takes a leading role in driving sustainability visions and strategies of the organization 3. Demonstrates strong leadership when facing and overcoming sustainability challenges 4. Shows a clear sustainability commitment with ongoing support and engagement in sustainability 5. Contributes to thought leadership in sustainability beyond its own organization 6. Academic, professional awards and other public recognition related to sustainability	
II. Sustainability Achievements	50
1. <u>Signature initiative / policy / on-going practice</u> Cites one of the most successful initiatives / policies / on-going practices that the candidate has played a key role in its design, development and implementation over the last five years and highlights his/her contribution and involvement in the following areas: <ol style="list-style-type: none"> Strategic thinking behind the initiative / policy / on-going practice Creativity and Innovation Leadership and executional excellence Positive impact on the organization 	30
2. Achievements in promoting a sustainability culture and integrating sustainability in day-to-day business. For example, strategy, business goals and organization structure.	20
III. General Contributions	20
Contribution to the development of sustainability in the business community and society, such as leading or engaging in events promoting the importance of sustainability, as well as other sustainability-related pro-bono work, etc.	
Total	100



APPLICATION PROCEDURE



Entry Form



Nomination Form

- The HKMA Sustainability Award only accepts online application. Please use Google Chrome, Firefox or Safari to access the online submission platform.
- Once the completed Entry Form or Nomination Form is submitted, a designated user ID and password will be sent via email for you to access to the online Application Form.
- Please fill in and submit the online Application Form on or before 5pm, 24 June 2025.
- No late application will be accepted.

GUIDELINES OF THE ONLINE APPLICATION FORM

1. Please use your designated user ID and password to log in to the online application form.
2. Organization Awards
 - The online application form comprises three sections, including:
 - i. Management Commitment and Stakeholder Engagement
 - ii. Key Elements of Sustainability:
 - a. Economic Dimension
 - b. Social Dimension
 - c. Environmental Dimension
 - iii. Showcase of Sustainability Initiatives and Innovation
(This section is optional and is only for organizations that would like to compete for the Special Awards.)
 - Different departments/parties of your organization can simultaneously fill in different sections of the application form using the same set of user ID and password, however, simultaneous input of data under the same section is not supported.
 - You are not required to complete all three sections in one attempt. The uncompleted application form will be saved automatically during the input process, however, you are required to press the "Save and Log out" button before logging out.
 - After finishing each section, please press the "Completed" button.
 - After completing all three sections, please fill in the declaration section and press the "Submit the Application Form" button. You may use the same set of user ID and password to review your submitted application form, however, you are not allowed to change the submission content once the form has been submitted.
 - You can print or save the application form in html format. Please consider the environment before printing the application form.
3. Individual Awards
 - Nominees are required to upload the following documents onto the online submission platform:
 1. One-page (A4 size) summary of personal information
 2. Four-page (A4 size) written submission covering the Distinguished Sustainability Leadership Award Judging Criteria
 - The documents can be either in Chinese or English, with character size not less than 10.
 - The online submission platform will be closed at or after 5 pm, 24 June 2025.



PARTICIPATION FEE

Organization Category (Large Organization)

HKMA member: HK\$3,300

non member: HK\$3,800

Including two seats at Sustainability Summit and one seat at HKMA Sustainability Award Presentation Ceremony and Dinner

Individual Category (Large Organization)

HKMA member: HK\$2,800

non member: HK\$3,400

Including one seat at Sustainability Summit and one seat at HKMA Sustainability Award Presentation Ceremony and Dinner

Entry is free of charge only for Small and Medium Enterprises (SMEs) which are not subsidiaries of any group of companies or local offices of multinational companies. The Hong Kong Management Association reserves the right to make the final binding decisions on the eligibility of applicants.

AWARD POLICIES

1. Participating organizations and nominees shall ensure that all information provided in the application forms and nomination forms are true and correct. Any misrepresentation, omission or misleading information given may disqualify the application.
2. Participating organizations and nominees shall provide required assistance to the Secretariat throughout the judging process.
3. The decision of Panel of Judges is final.
4. All information, nomination forms, and documents supplied by the participating organizations and nominees including their identities, application forms, nomination forms and commentaries developed during the review of entries are kept confidential and will be used only for the judging of the Award.
5. All Judges and Examiners are required to declare in advance to the Award Secretariat any cases or situations which may create any apparent or potential conflict of interest. The Judges or Examiners in question would be banned from reviewing the entries concerned or handling in any manner the materials submitted by the participating organizations or nominees involves.
6. The winners will be allowed to use the award logo on their stationary, promotional literature and in advertising. In using the Logo, the winners must follow the guidelines provided by the HKMA. Should there be any dispute arising from the right of using Logo, the decision of the HKMA shall be final and binding.

ENQUIRIES

For enquiries please contact:

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