

BEC  
Sustainability  
Performance  
Update 2021

**“...climate change  
will threaten financial  
resilience and longer-term  
prosperity. While there  
is still time to act, the  
window of opportunity is  
finite and shrinking.”**

Mark Carney

**This is  
how we  
Enable  
Sustainability.**



BUSINESS  
ENVIRONMENT  
COUNCIL  
商界環保協會

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### 1. About this Report

This is Business Environment Council Limited (“BEC”)’s sustainability report covering the fiscal year 2020-21 ended 31 September 2021. This report provides a brief update on BEC’s sustainability performance in four key aspects, including financial, operational, environmental and workplace.

The performance data presented in this report covers the fiscal year 2020-21, unless otherwise stated. Where available, data for previous years has been included to facilitate comparison and analysis. Performance data is provided in accordance with the Global Reporting Initiative (“GRI”)’s GRI Standards and the G4 NGO Sector Disclosure Supplement requirements or Hong Kong Exchanges and Clearing Limited (“HKEX”) Environmental, Social and Governance Reporting Guide (“ESG Guide”). Information on the standards, methodologies, assumptions or calculation tools used and sources of conversion factors for compiling the data are given throughout the report where appropriate. Any restatements or changes of the methods, past data, definition or calculation of data are stated in the report.

#### Your Feedback

We welcome your feedback on BEC’s sustainability performance. Please provide your feedback via:

Email: [enquiry@bec.org.hk](mailto:enquiry@bec.org.hk)

Tel: +852 2784 3900

Address: 2/F, 77 Tat Chee Avenue, Kowloon Tong, Hong Kong

## 2. About Business Environment Council

BEC is an independent, charitable membership organisation, established by the business sector in Hong Kong. Since its establishment in 1992, BEC has been at the forefront of promoting environmental excellence by advocating the uptake of clean technologies and practices which reduce waste, conserve resources, prevent pollution and improve corporate environmental and social responsibility. BEC offers sustainable solutions and professional services covering advisory, research, assessment, training and award programmes for government, business and the community, thus enabling environmental protection and contributing to the transition to a low carbon economy.

### Our Vision

That Hong Kong businesses will be recognised as leaders in practising and enabling environmental protection, and in contributing to the transition to a low-carbon economy.

### Our Mission

To advocate environmental protection amongst our members and the broader community, by adopting clean technologies and practices that reduce waste, conserving resources, preventing pollution and improving the environment.

### Our Commitment

To identify practical means to address environmental concerns and focus business sentiment on matters related to protecting and sustaining the environment.

To harness the commitment of Hong Kong's business leaders to influence change, maximise the value of their efforts, and improve the overall environmental performance and competitiveness of Hong Kong.

To partner with government, business and community organisations to address environmental concerns, with the overall objective of improving performance and moving Hong Kong towards a more sustainable society.

### Deliver value to our members



### 3. 2020-21 Performance Highlights

The operation of BEC was significantly impacted by COVID-19 in 2020-21. During the year, we continued to step up our efforts in safeguarding the health and safety of our employees and visitors to BEC Building and further applied technologies to maintain the smooth operation of our business. For example, some of our trainings, seminars and conferences were switched to a virtual format. Tables below summarise our performance data in four key aspects, including financial, operational, environmental and workplace. Data for previous fiscal years has also been included to facilitate comparison and analysis.

#### Financial



## Financial Performance Data

	Unit	FY2016/17	FY2017/18	FY2018/19	FY2019/20	FY2020/21
Revenue	HK\$	33,476,735	35,273,339	39,993,080	37,499,983	<b>65,722,250</b>
- Project and seminar income	%	73.1	70.5	72.3	73.3	<b>84.7</b>
- Membership fee income	%	10.5	10.2	9.4	9.5	<b>5.6</b>
- Conference and event income	%	4.2	4.9	4.8	2.7	<b>1.9</b>
- Rental and management income	%	12.2	14.4	13.5	14.6	<b>7.8</b>
Staff cost and non-staff cost	HK\$	31,819,133	33,201,332	38,265,596	36,827,449	<b>64,704,263</b>
- Staff cost	%	67.0	67.0	59.2	68.3	<b>60.9</b>
- Non-staff cost	%	33.0	33.0	40.8	31.7	<b>39.1</b>
Surplus/ deficit for the year before tax	HK\$	1,670,848	2,085,364	1,758,207	1,764,417	<b>2,042,182</b>
Reserves	HK\$	13,067,280	15,152,643	16,910,850	18,675,267	<b>20,717,449</b>
- General Surplus	HK\$	12,132,099	13,710,892	16,369,941	17,588,702	<b>20,203,898</b>
- Building Reserves	HK\$	935,181	1,441,751	540,909	1,086,565	<b>513,551</b>

## Operational

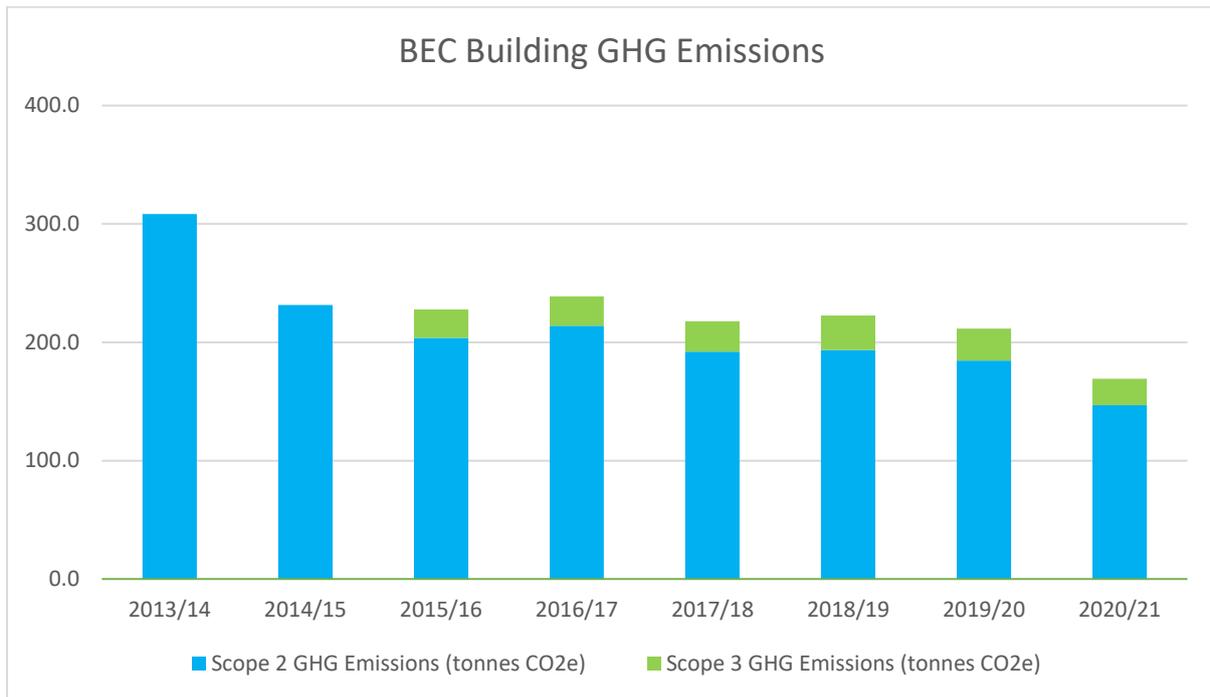
### Operational Performance Data

	Unit	FY2016/17	FY2017/18	FY2018/19	FY2019/20	FY2020/21
Total number of BEC members	Number	198	197	210	191	<b>201</b>
- Council Members	Number	33	31	30	30	<b>31</b>
- Corporate Members	Number	51	52	55	45	<b>46</b>
- General Members	Number	98	96	107	100	<b>108</b>
- Fee-paying Affiliate Members	Number	16	18	18	16	<b>16</b>
Number of clients served in the fiscal year	Number	89	77	101	89	<b>108</b>
Total number of environmental projects	Number	151	174	174	153	<b>185</b>
Total number of events organised/ co-organised (excluding industry visits)	Number	26	18	33	17	<b>27</b>
- Number of attendees	Number	1,542	1,294	2,297	2,097	<b>3,454</b>
Total number of industry visits organised	Number	8	8	9	3	<b>5</b>
- Total number of attendees	Number	171	224	229	76	<b>162</b>
Total number of BEC Institute of Environmental Education (IEE) training courses	Number	25	24	26	8	<b>5</b>
Total number of training sessions held	Number	72	99	115	39	<b>23</b>
- Total number of attendees – students	Number	10,293	15,102	15,167	6,279	<b>2,002</b>
- Total number of attendees – adults	Number	1,970	1,119	728	493	<b>70</b>
Total number of BEC building users	Number	12,923	13,730	19,443	7,575	<b>2,622</b>

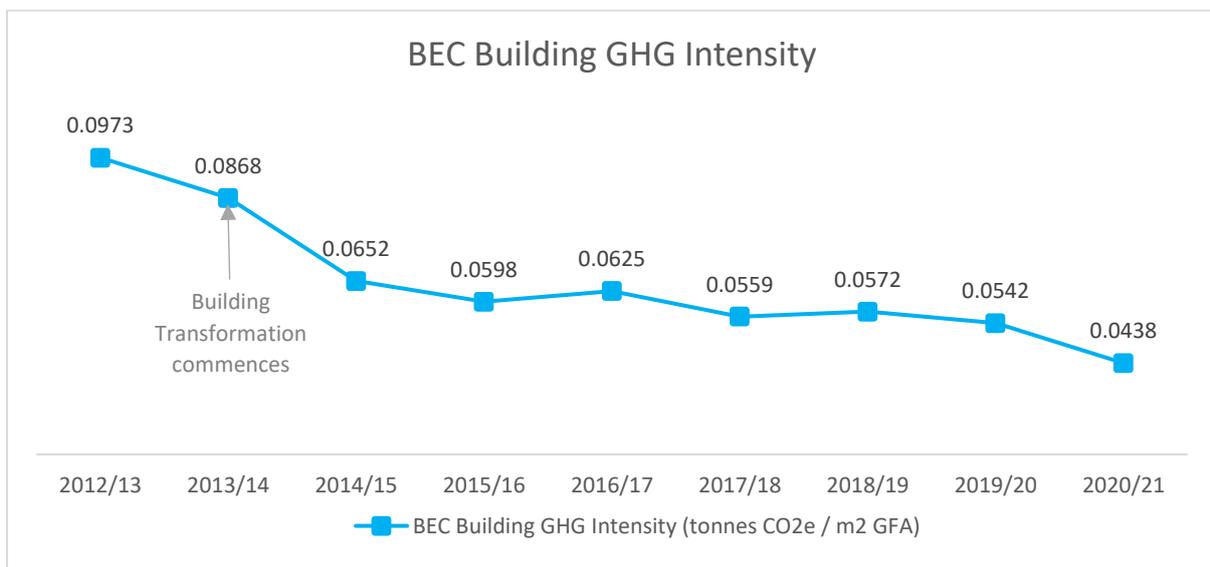
### Operational Performance Data (continued)

	Unit	FY2016/17	FY2017/18	FY2018/19	FY2019/20	FY2020/21
Total number of policy submissions	Number	7	6	7	3	<b>7</b>
Total hours of policy dialogues	Hours	6.5	8.5	8.5	1.5	<b>1.5</b>
Total number of companies taking part in Advisory Groups (AGs)	Number	87	83	79	113	<b>61</b>
- Total number of representatives	Number	173	159	151	113	<b>103</b>
- Total hours of AG meetings (excluding workshops and policy dialogues)	Hours	37.3	34.0	33.5	22.3	<b>20.5</b>
- AG meeting attendance rate	%	38.1	43.2	33.9	53.1	<b>49.0</b>
Total number of communication activities	Number	95	133	137	38	<b>59</b>
- Number of topical digests	Number	9	14	6	3	<b>7</b>
- Number of e-newsletters	Number	12	12	12	12	<b>12</b>
- Number of pieces of media coverage	Number	74	107	119	23	<b>40</b>
Number of page likes on Facebook	Number	982	1,571	1,738	2,911	<b>3,492</b>
Number of followers on LinkedIn	Number	694	1,240	2,202	3,272	<b>4,411</b>
Average score of Quality Management System Project Client Feedback Form for environmental projects	Score (1-5)	4.6	4.7	4.7	4.2	<b>4.6</b>
Average satisfaction score for BEC IEE courses	Score (1-5)	4.2	4.2	4.1	4.4	<b>4.5</b>

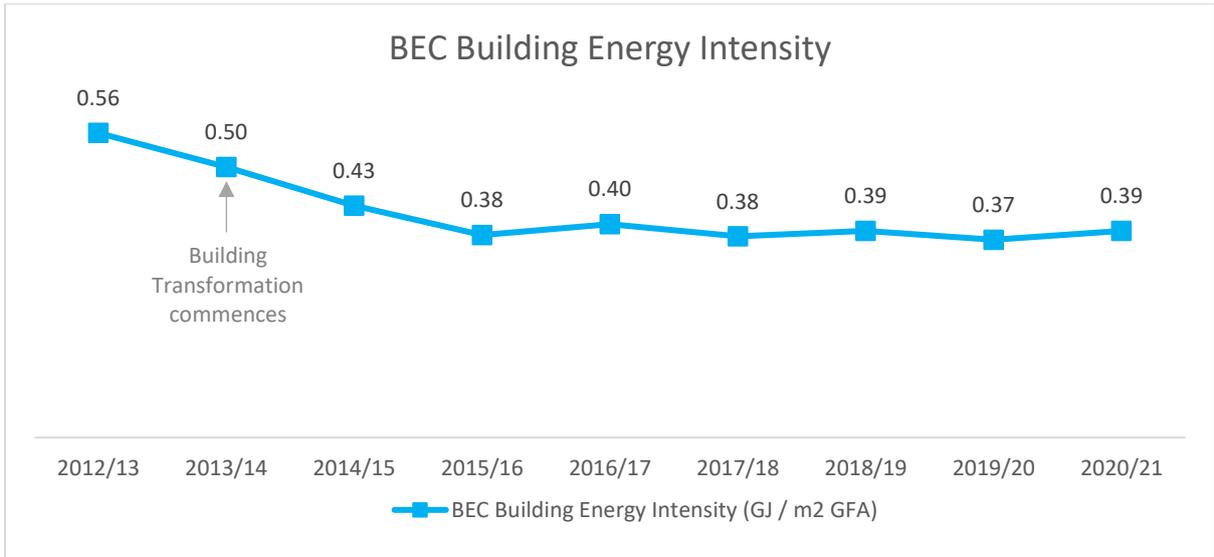
## Environmental



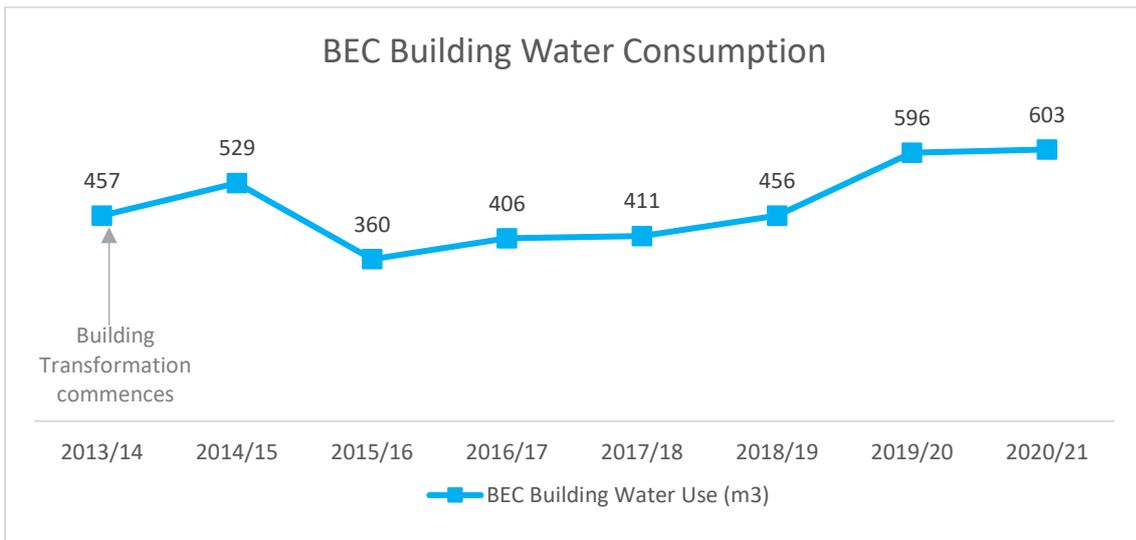
**Note:** BEC's Scope 2 emissions cover electricity use by the entire BEC building including consumption by tenants. BEC's Scope 3 emissions include indirect GHG emissions from processing freshwater, processing sewage, waste disposed at landfill and BEC staff commuting (estimated).



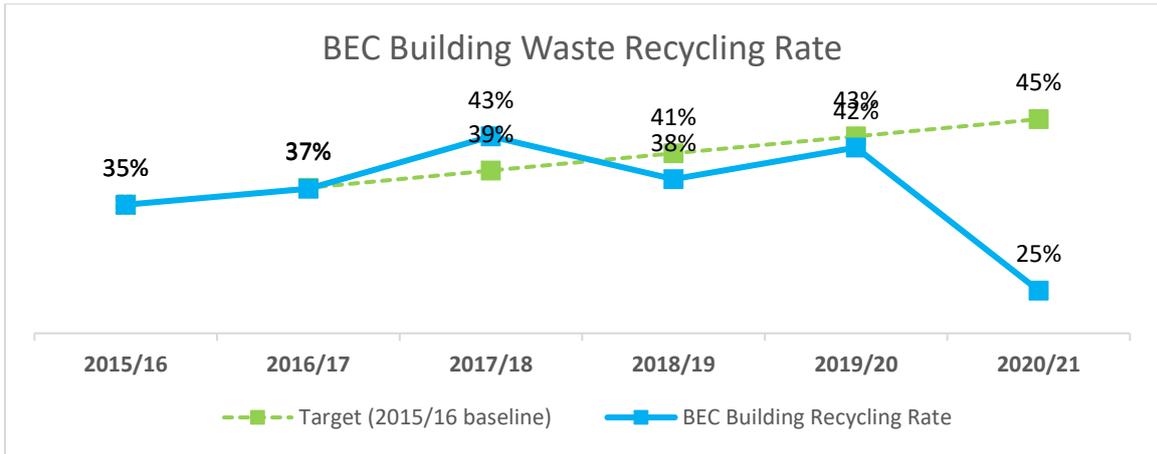
**Note:** Includes Scope 1, 2 and 3 emissions from BEC and its tenants. Excludes BEC's employee commuting.



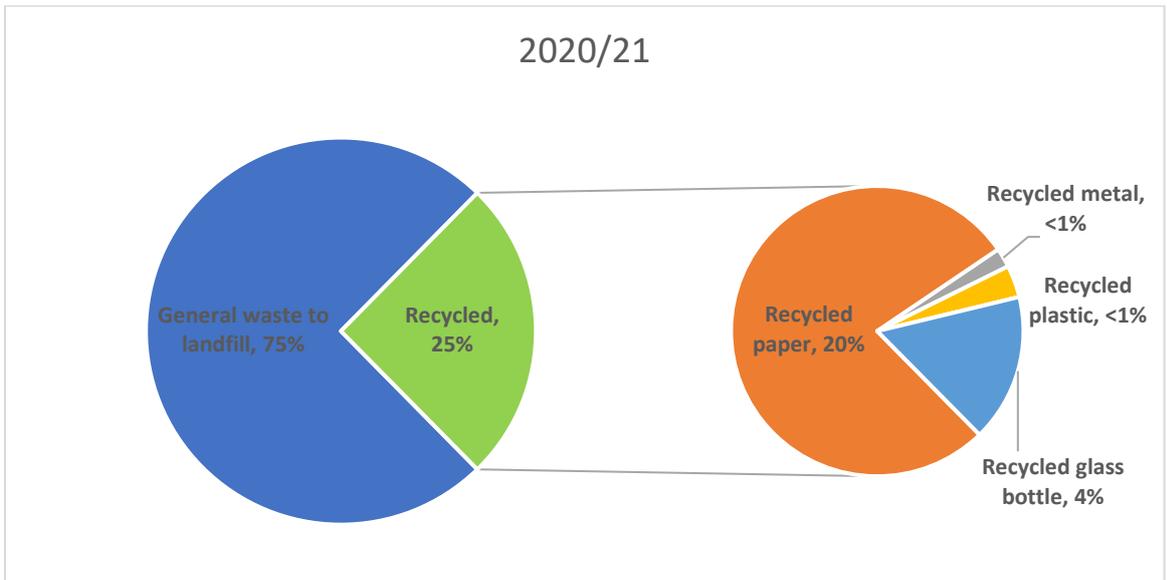
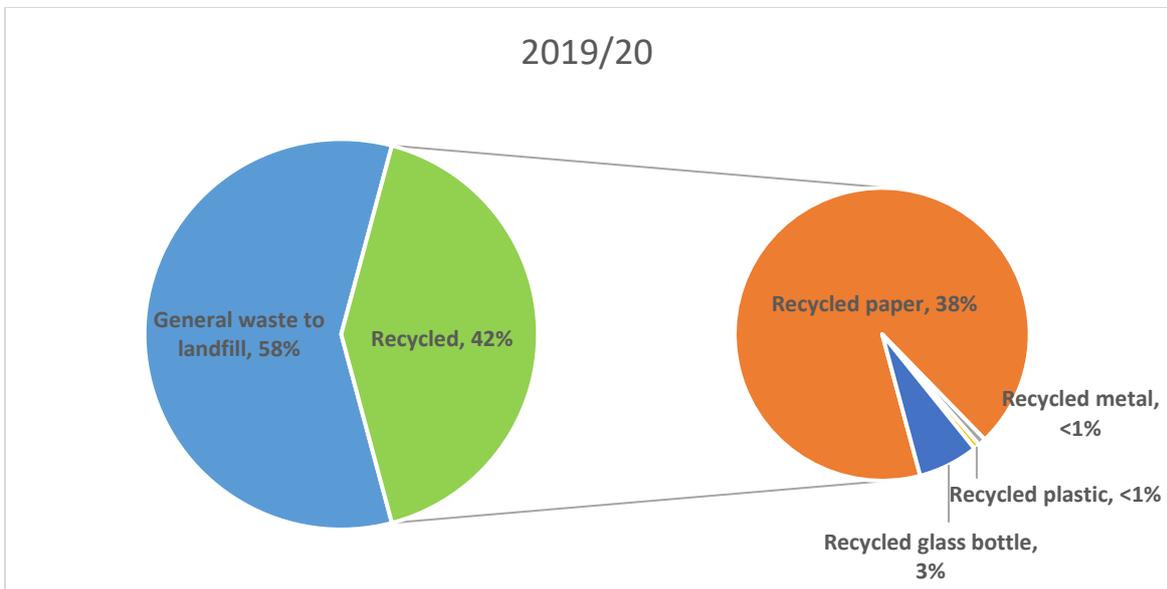
**Note:** BEC Building Energy Intensity = BEC Building Energy Use including BEC and its tenants / BEC Building Gross Floor Area.



**Note:** Includes water used by BEC, its tenants and building users. Number of BEC building users is an estimate based on event attendees, visitors to the building, and IEE course participants.



### Waste Generated within BEC Building



## Environmental Performance Data

	Unit	FY2016/17	FY2017/18	FY2018/19	FY2019/20	FY2020/21
Electricity consumption within the organisation						
- Absolute	kWh	396,148	376,498	383,046	369,170	<b>380,997</b>
	GJ	1,426.1	1,355.4	1,379.0	1,329.0	<b>1,371.6</b>
- Intensity	GJ per m <sup>2</sup> GFA	0.40	0.38	0.39	0.37	<b>0.39</b>
Reduction of energy consumption since FY2012/13						
- In GJ	GJ	580.0	650.7	627.1	677.1	<b>634.5</b>
- In %	%	28.9	32.4	31.3	33.8	<b>31.6</b>
- In electricity bill	\$	146,831	155,347	173,007	295,134	<b>162,709</b>
Greenhouse gas (GHG) emissions						
- Direct (Scope 1) GHG emissions	Tonnes of CO <sub>2</sub> e	0	0	0	0	<b>0.2</b>
- Energy indirect (Scope 2) GHG emissions <sup>1</sup>	Tonnes of CO <sub>2</sub> e	213.9	192.0	193.4	184.6	<b>146.9</b>
- Other indirect (Scope 3) GHG emissions	Tonnes of CO <sub>2</sub> e	24.8	25.8	29.1	27.1	<b>22.2</b>
■ From processing freshwater	Tonnes of CO <sub>2</sub> e	0.2	0.2	0.2	0.2	<b>0.3</b>
■ From processing sewage	Tonnes of CO <sub>2</sub> e	0.1	0.1	0.1	0.1	<b>0.1</b>
■ From waste disposed to landfill	Tonnes of CO <sub>2</sub> e	7.9	6.2	7.6	7.5	<b>8.0</b>
■ From employee commuting	Tonnes of CO <sub>2</sub> e	16.6	19.3	21.2	19.3	<b>13.8</b>
- Total GHG emissions	Tonnes of CO <sub>2</sub> e	238.7	217.8	224.5	211.7	<b>169.3</b>
- BEC Building GHG emissions intensity (excluding employee commuting)		0.0625	0.0559	0.0572	0.0542	<b>0.0438</b>

<sup>1</sup> Covers energy indirect GHG emissions of BEC Building

## Environmental Performance Data (continued)

	Unit	FY2016/17	FY2017/18	FY2018/19	FY2019/20	FY2020/21
Reduction of GHG emissions since FY2012/13 (Scope 2 only)						
- In Tonnes of CO <sub>2</sub> e	Tonnes of CO <sub>2</sub> e	131.6	153.5	150.1	160.9	<b>204.5</b>
- In %	%	38	44	43	47	<b>59</b>
Water withdrawal by source						
- From municipal water supply	m <sup>3</sup>	406.3	410.8	456.0	596.0	<b>603.0</b>
Waste by type and disposal method						
- Total weight of all waste – BEC Building	kg	8,365.2	7,248.3	8,197.3	8,494.6	<b>7,199.3</b>
■ General waste sent to landfill	kg	5,280.1	4,141.6	5,106.5	4,952.0	<b>5,375.9</b>
■ Recyclables collected	kg	3,085.1	3,106.7	3,090.8	3,542.6	<b>1,823.4</b>
◆ Paper	kg	2,873.7	2,928.3	2,956.5	3,256.0	<b>1,419.0</b>
◆ Metal	kg	122.7	31.2	22.2	29.8	<b>39.2</b>
◆ Plastic	kg	35.0	39.8	27.4	23.3	<b>65.2</b>
◆ Glass bottle	kg	53.7	107.4	84.7	233.5	<b>300.0</b>
- Recycling rate – BEC Building	%	37	43	38	42	<b>25</b>
- Recycling rate – BEC Office	%	58	65	58	65	<b>32</b>

## Workplace

### Workplace Performance Data

	Unit	FY2016/17	FY2017/18	FY2018/19	FY2019/20	FY2020/21
<b>Workforce</b>						
Total employees <sup>2</sup>	Number	66	51	56	55	<b>52</b>
By gender						
- Male	Number	30	24	26	23	<b>22</b>
- Female	Number	36	27	30	32	<b>30</b>
By age group						
- Under 30	Number	36	21	27	27	<b>21</b>
- 30-49	Number	27	28	24	22	<b>25</b>
- 50 or above	Number	3	2	5	6	<b>6</b>
By employment contract and gender						
- Permanent – Male	Number	20	20	23	22	<b>21</b>
- Permanent – Female	Number	24	24	21	21	<b>19</b>
- Fixed term – Male	Number	10	4	3	1	<b>1</b>
- Fixed term – Female	Number	12	3	9	11	<b>11</b>
By employment type and gender						
- Full-time – Male	Number	25	23	25	23	<b>22</b>
- Full-time – Female	Number	29	26	28	30	<b>28</b>
- Part-time – Male	Number	5	1	1	0	<b>0</b>
- Part-time – Female	Number	7	1	2	2	<b>2</b>
Total number of interns	Number	29	30	29	12	<b>12</b>

<sup>2</sup> Includes full-time and part-time employees of permanent and fixed term contracts.

**Workplace Performance Data (continued)**

	Unit	FY2016/17	FY2017/18	FY2018/19	FY2019/20	FY2020/21
<b>New Hires</b>						
New hire rate – All full-time staff	%	44	31	45	32	<b>32</b>
New employee hires by number – Full-time (Permanent)	Number	14	9	13	4	<b>6</b>
By gender						
- Male	Number	9	5	8	2	<b>2</b>
- Female	Number	5	4	5	2	<b>4</b>
By age group						
- Under 30	Number	10	4	8	1	<b>4</b>
- 30-49	Number	3	5	2	3	<b>2</b>
- 50 or above	Number	1	0	3	0	<b>0</b>
New employee hires by number – Full-time (Fixed term)	Number	10	6	11	13	<b>10</b>
By gender						
- Male	Number	6	2	2	4	<b>2</b>
- Female	Number	4	4	9	9	<b>8</b>
By age group						
- Under 30	Number	9	4	10	10	<b>9</b>
- 30-49	Number	0	1	1	3	<b>1</b>
- 50 or above	Number	1	1	0	0	<b>0</b>

### Workplace Performance Data (continued)

	Unit	FY2016/17	FY2017/18	FY2018/19	FY2019/20	FY2020/21
<b>Turnover</b>						
Turnover rate – All full-time staff	%	35	22	25	25	<b>36</b>
Turnover by number – Full-time (Permanent)	Number	15	9	11	7	<b>9</b>
By gender						
- Male	Number	3	4	4	3	<b>2</b>
- Female	Number	12	5	7	4	<b>7</b>
By age group						
- Under 30	Number	8	5	8	2	<b>8</b>
- 30-49	Number	6	4	3	5	<b>1</b>
- 50 or above	Number	1	0	0	0	<b>0</b>
Turnover by number – Full-time (Fixed term)	Number	4	2	2	6	<b>9</b>
By gender						
- Male	Number	2	0	1	3	<b>2</b>
- Female	Number	2	2	1	3	<b>7</b>
By age group						
- Under 30	Number	4	1	2	3	<b>9</b>
- 30-49	Number	0	0	0	3	<b>0</b>
- 50 or above	Number	0	1	0	0	<b>0</b>

## Workplace Performance Data (continued)

	Unit	FY2016/17	FY2017/18	FY2018/19	FY2019/20	FY2020/21
<b>Training and development</b>						
Average training hours per employee <sup>3</sup>	Hours	21.0	22.6	21.3	24.6	<b>23.8</b>
By gender						
- Male	Hours	20.0	23.0	23.5	27.7	<b>25.5</b>
- Female	Hours	21.8	22.2	19.4	22.3	<b>22.3</b>
By employee category						
- Senior management	Hours	30.8	32.0	38.0	40.0	<b>40.0</b>
- General staff	Hours	18.4	20.5	18.4	21.9	<b>20.5</b>
Percentage of employees trained						
By gender						
- Male	%	100	100	100	100	<b>100</b>
- Female	%	100	100	100	100	<b>100</b>
By employee category						
- Senior management	%	100	100	100	100	<b>100</b>
- General staff	%	100	100	100	100	<b>100</b>
Percentage of employees receiving regular performance review	%	100	100	100	100	<b>100</b>
By gender						
- Male	%	100	100	100	100	<b>100</b>
- Female	%	100	100	100	100	<b>100</b>
By employee category						
- Senior management	%	100	100	100	100	<b>100</b>
- General staff	%	100	100	100	100	<b>100</b>

<sup>3</sup> Includes full-time employees of permanent and fixed term contracts.

### Workplace Performance Data (continued)

	Unit	FY2016/17	FY2017/18	FY2018/19	FY2019/20	FY2020/21
<b>Diversity and Equal Opportunity</b>						
BEC Board of Directors	Number	20	19	19	20	<b>20</b>
By gender						
- Male	%	90	79	79	85	<b>85</b>
- Female	%	10	21	21	15	<b>15</b>
By age group						
- Under 30	%	0	0	0	0	<b>0</b>
- 30-49	%	15	16	16	20	<b>10</b>
- 50 or above	%	85	84	84	80	<b>90</b>
Ratio of average basic salary of women to men						
Senior management	Ratio	0.67	0.67	0.73	0.74	<b>0.70</b>
General staff	Ratio	1.16	1.22	1.31	1.16 <sup>4</sup>	<b>1.14</b>

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<sup>4</sup> This figure has been restated following an internal database review.