



BUSINESS  
ENVIRONMENT  
COUNCIL  
商界環保協會

This is how we

# Enable Sustainability.

Performance Update



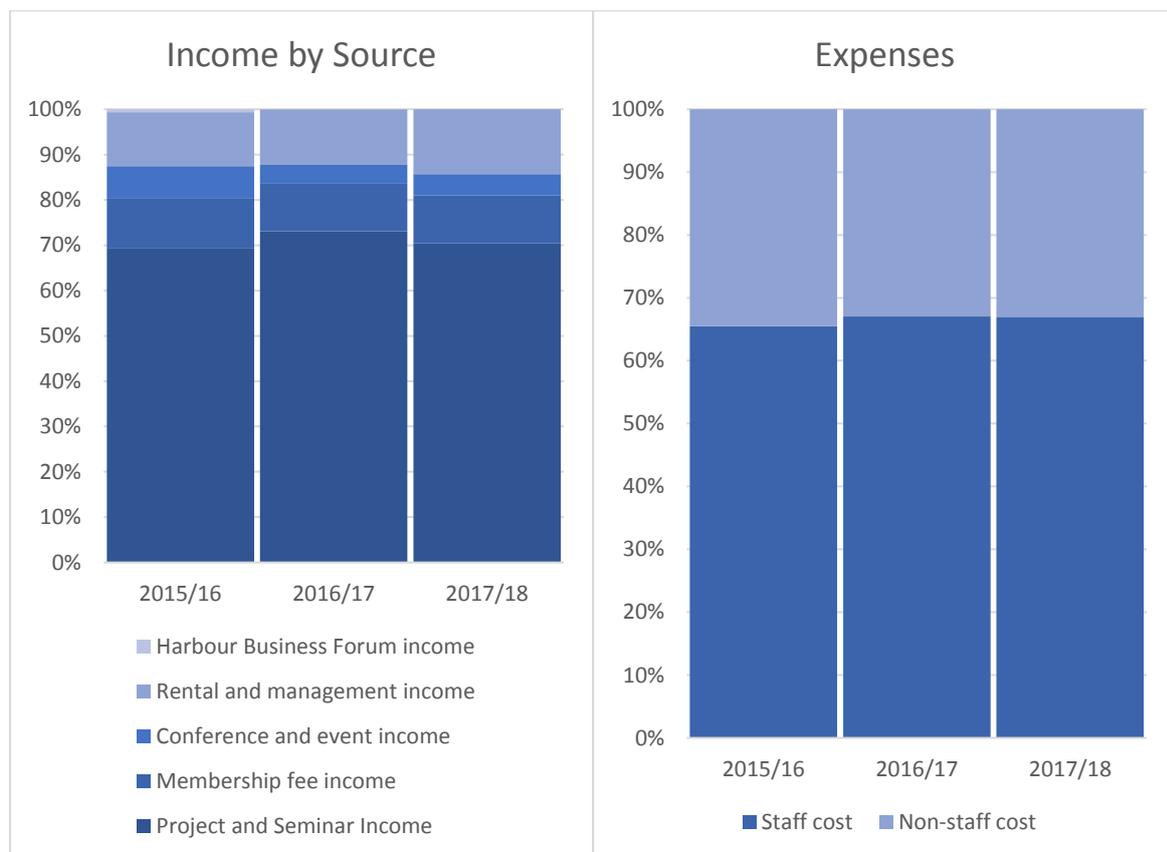
# This is how we Enable Sustainability.

## Independence and Funding

Achieving our mission and vision requires long-term dedication and ongoing commitment. With the aim of facilitating environmental sustainability and advancing environmental education in Hong Kong, BEC holds charitable status under section 88 of the Hong Kong SAR Inland Revenue Ordinance. As such, all our activities and funds are strictly applied towards the attainment of our stated mission and organisational purpose.

At BEC, financial sustainability focuses on the long-term continuity of our organisation and enables us to continue activities that further our goals, vision and mission. We are an independent organisation that self-funds all our operations through revenue generated from membership, sponsorship programmes, environmental education courses, contracted projects, property rental, and ticket sales from conferences, events, industry visits, and networking events.

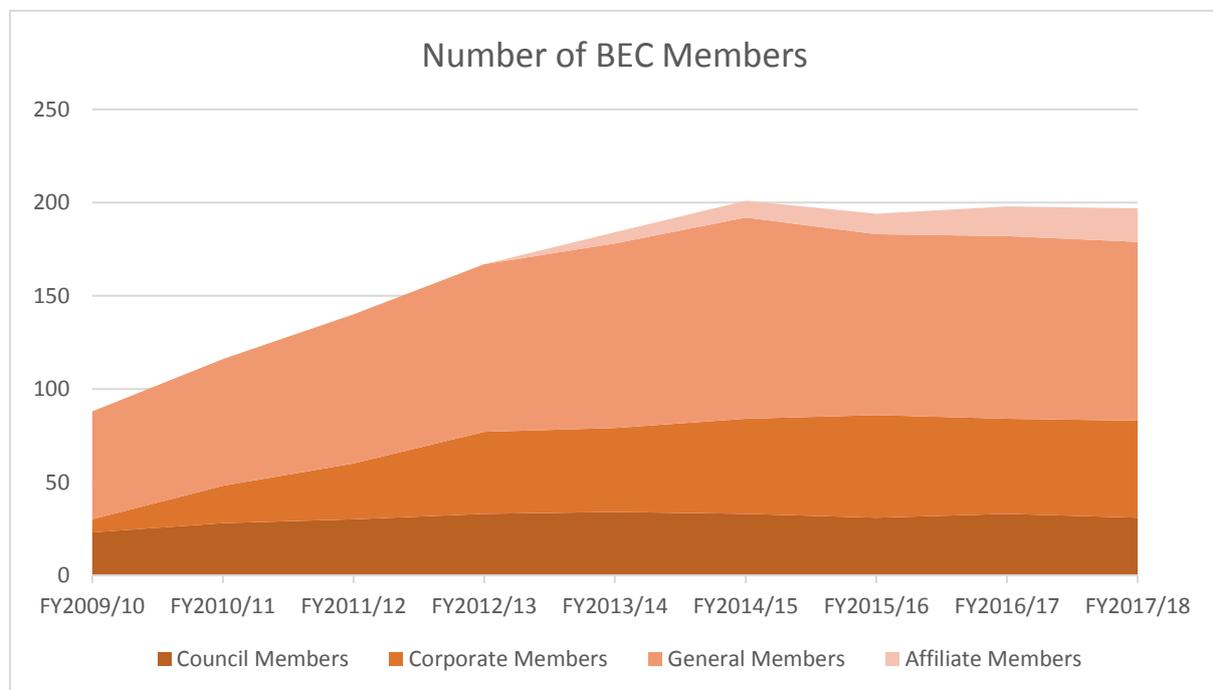
BEC has continued to achieve a steady revenue stream, recording a total revenue of HK\$33.5M in 2016/17 FY and HK\$37.0M in 2017/18 FY. Our diverse funding stream protects our independence by helping prevent an unhealthy reliance on any single source of income, which avoids an undue level of influence from a single supporter's policies and strategy.



## Green Collaboration.

### We bring 200 companies together.

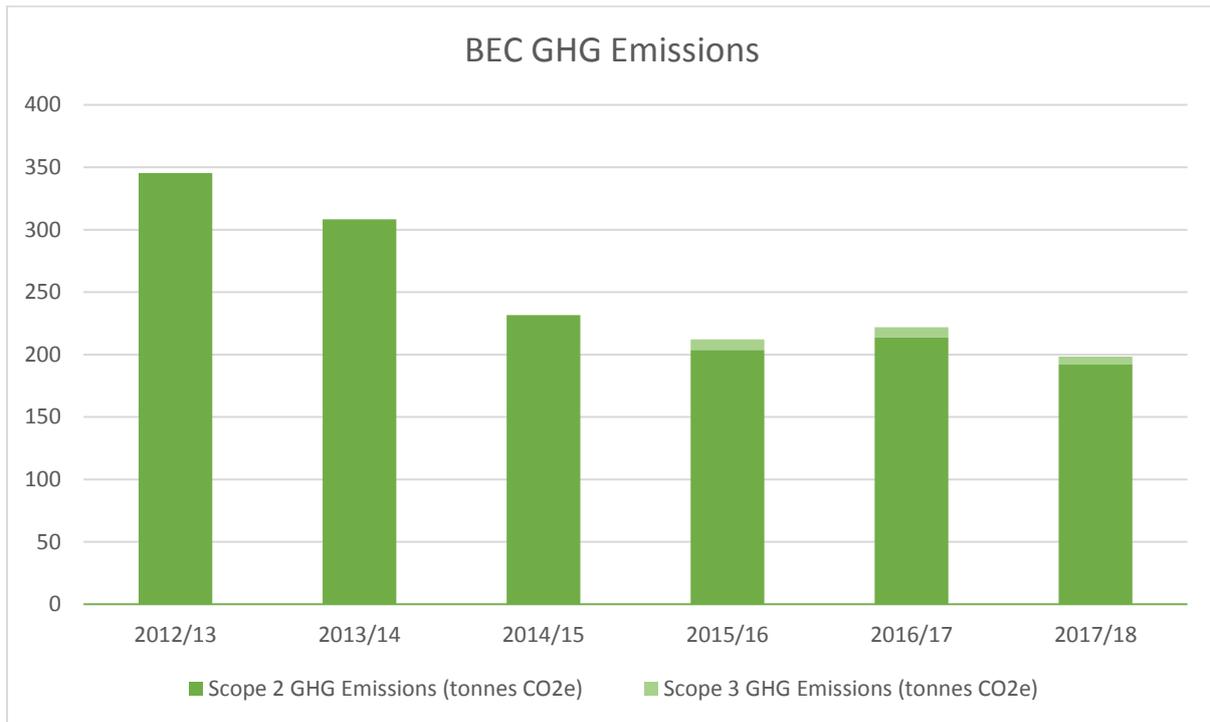
As a membership-based organisation, BEC is a platform for companies to pursue their common vision of a sustainable future by enabling them to share best practice and collaborate with industry partners and across various sectors. We work closely with our members who represent organisations of all sizes and across varied sectors including leading business, government, academic and community groups. As the Hong Kong economy continues to innovate, thrive, and transform, we are working hard to enhance the diversity of our membership to ensure that BEC continues to accurately and sensibly represent the perspectives of the business community.



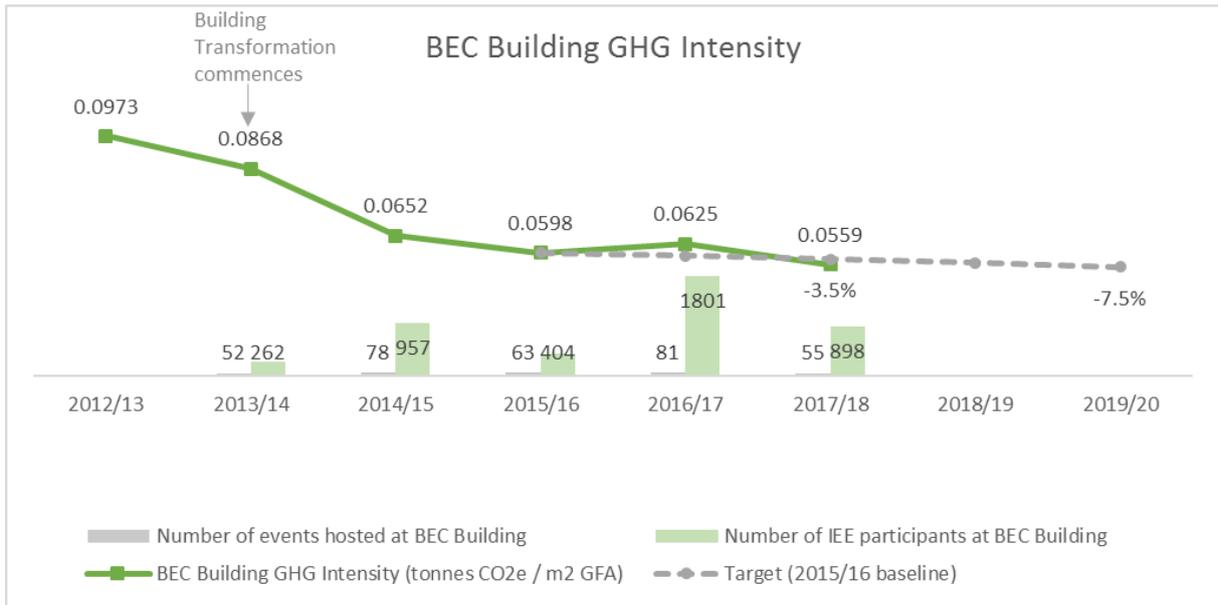
## BEC as a Green Hub.

### Tracking our performance year after year.

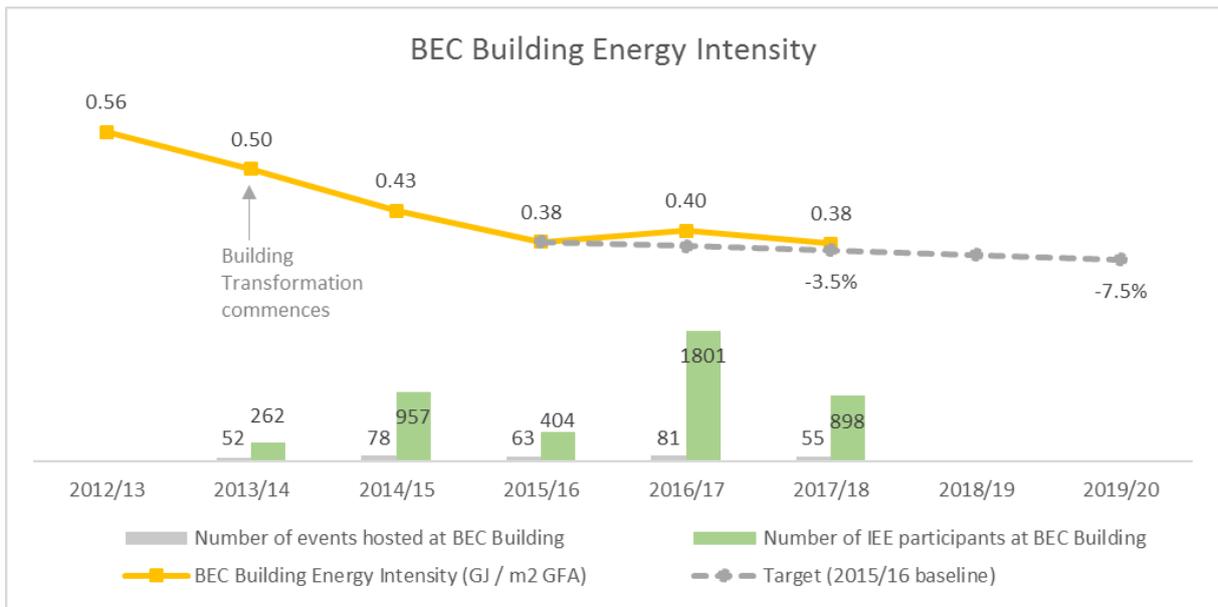
BEC has adopted a number of retrofitting measures over the past two years to achieve our 3 and 5 year targets for our building's energy and water use, and greenhouse gas emissions.



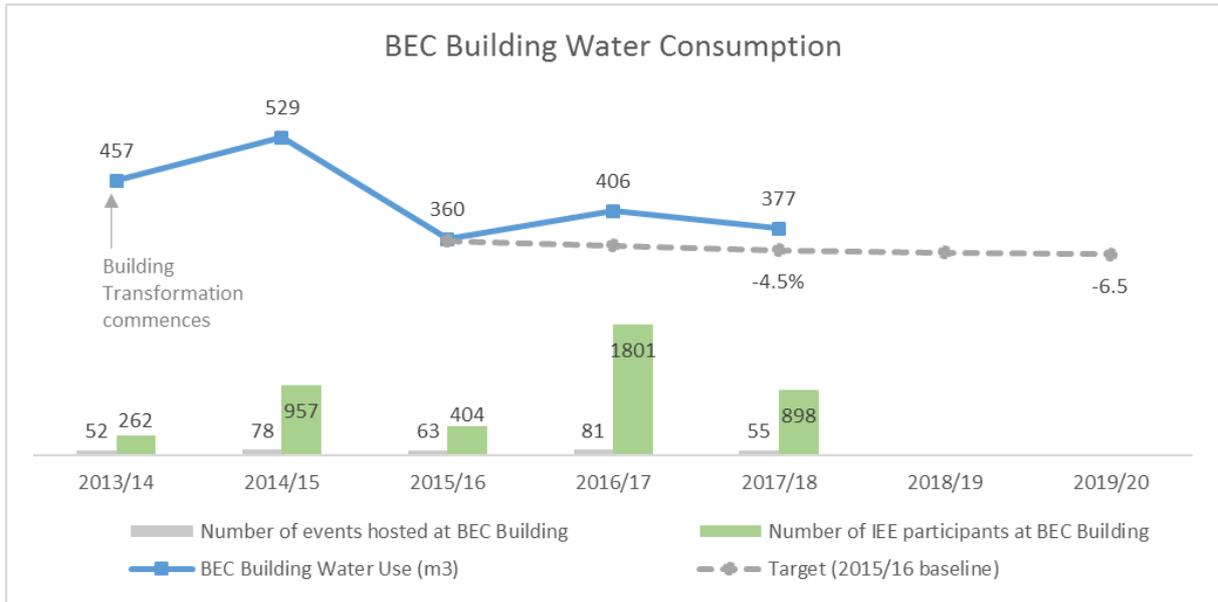
Note: BEC Scope 2 emissions cover electricity use by the entire BEC building including tenant consumption. BEC Scope 3 emissions include indirect GHG emissions from processing freshwater, processing sewage and waste disposed at landfill. BEC staff commuting (estimated) will be included in the upcoming report.



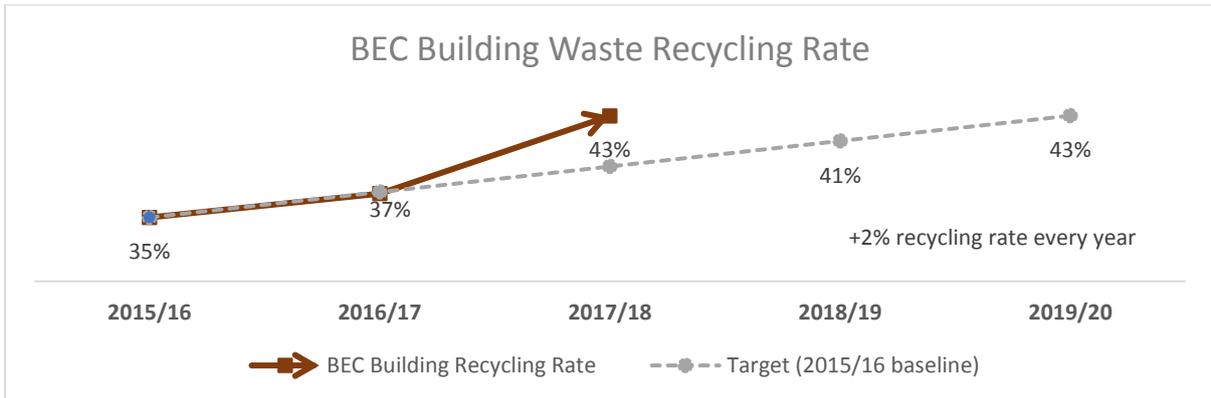
Note: Includes Scope 1, 2 and 3 emissions for BEC and our tenants. Excludes BEC employee commuting.



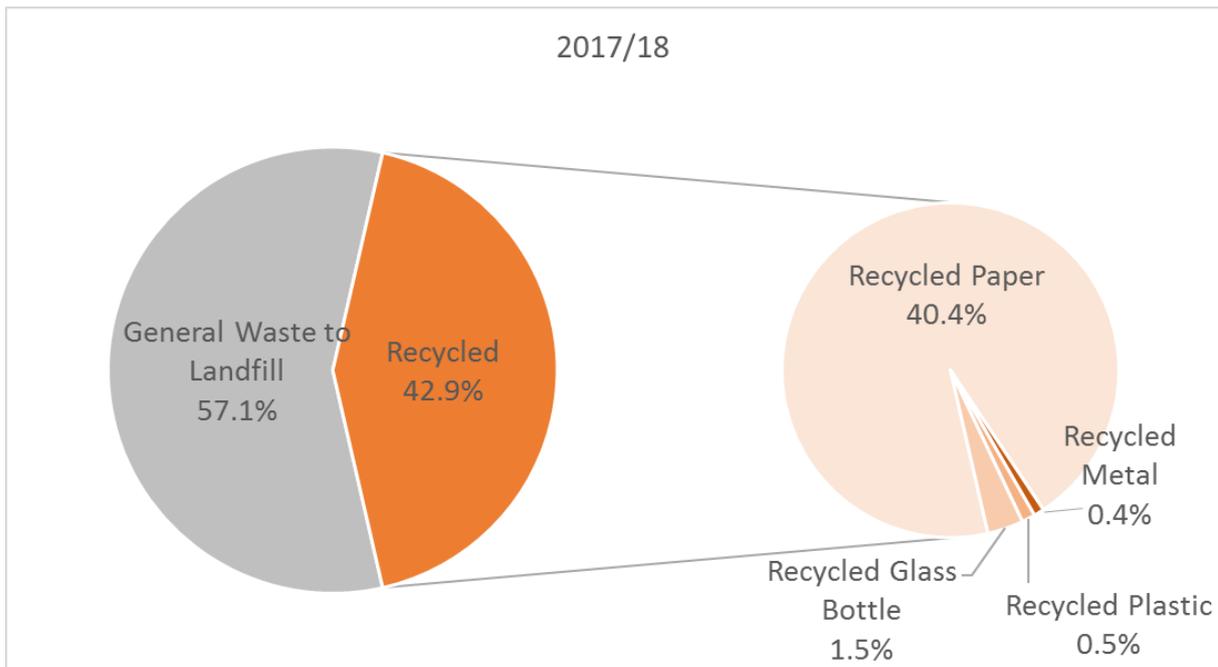
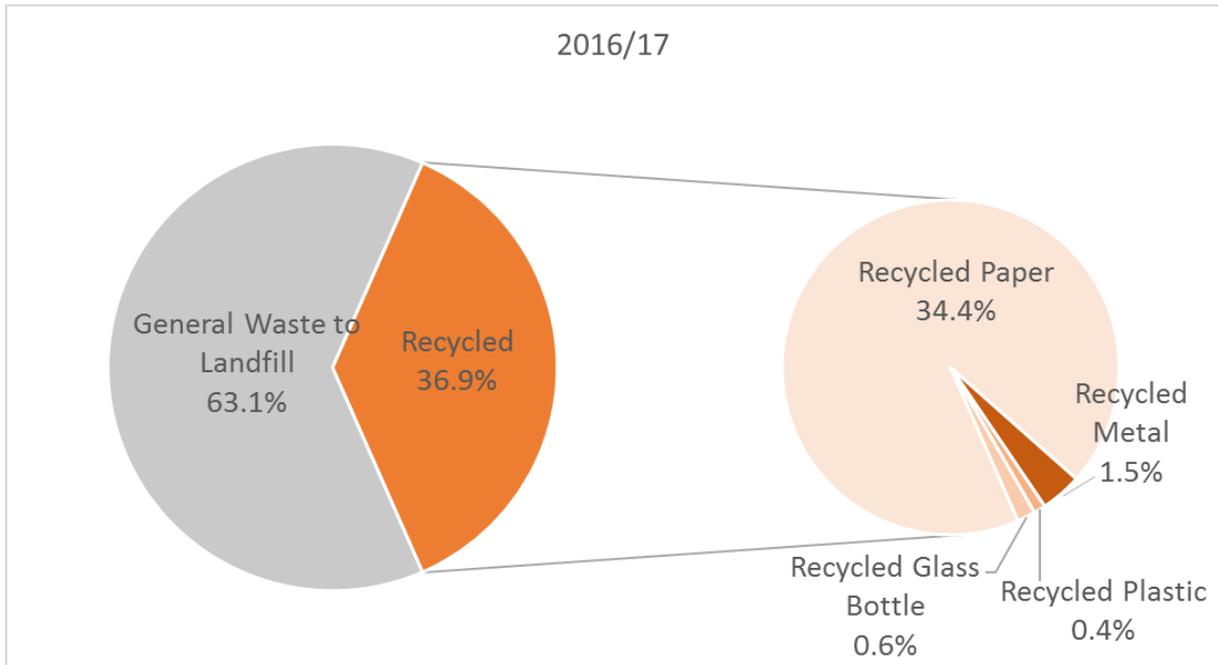
Note: BEC Building Energy Intensity = BEC Building Energy Use including BEC and our tenants / BEC Building Gross Floor Area ("GFA").



Note: Includes water used by BEC, our tenants and building users (including event and IEE courses participants).



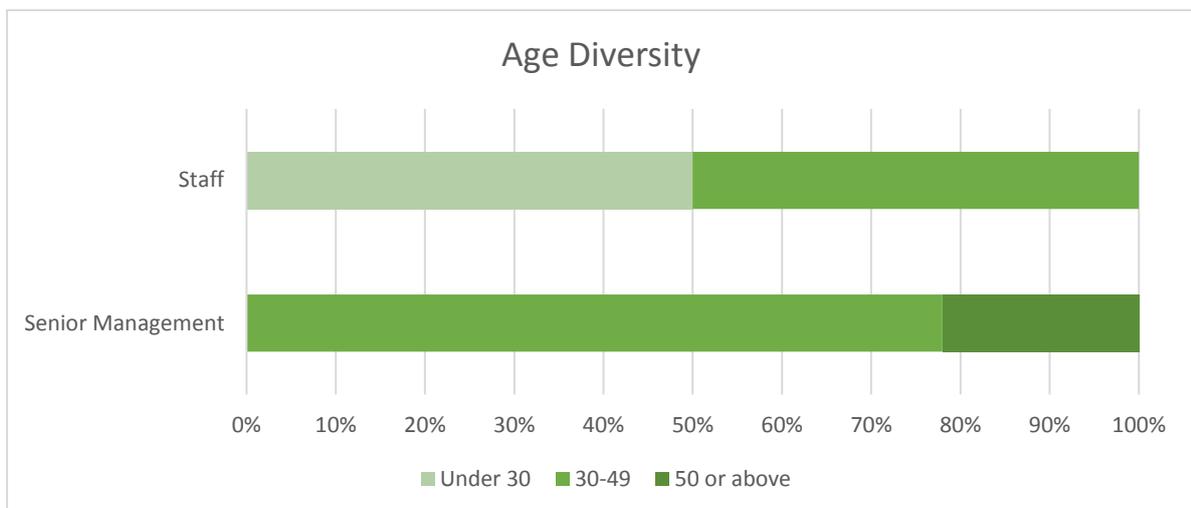
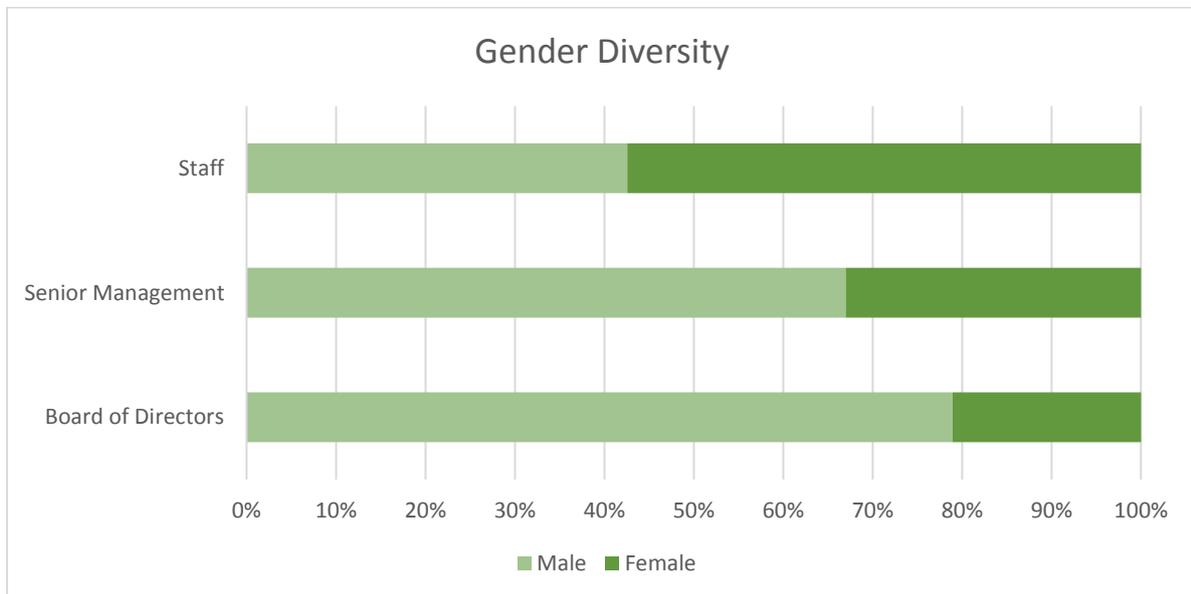
## Waste Generated within BEC Building

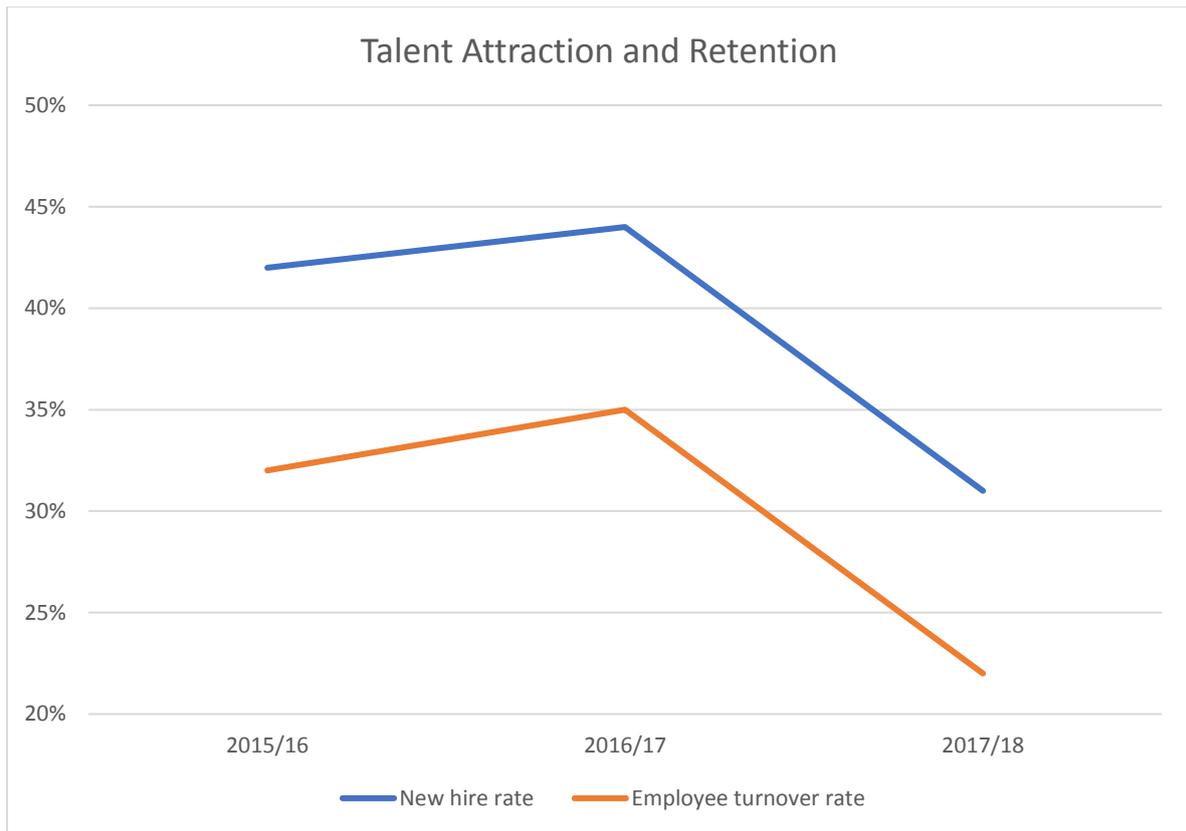


# Nurturing Leadership.

## Nurturing our employees, every one of us.

At BEC, our team is our most important asset. We work hard to identify individuals that share our values and openly welcome them to BEC. This is important because we believe that when our values resonate with the personal ideals of our employees, we are able to provide a greater sense of belonging resulting in a more engaged and supportive workforce immersed in the pursuit of shared objectives. We regularly communicate BEC’s vision and goals through engagements and team building activities helping us to check in with our team and enhance their understanding of the organisation’s purpose. Overall, our goal is to provide an energetic, inclusive, positive and supportive working environment in which our employees are encouraged to take smart risks, try new ideas, and seize opportunities that help them to achieve their personal and professional goals.





Ratio of average basic salary of women to men		FY2015/16	FY2016/17	FY2017/18
Senior Management	Ratio	0.68	0.67	0.67
Staff	Ratio	1.01	1.16	1.22

**BEC Performance Table**

GRI Standards	Disclosure Number	Details	Unit	FY2015/16	FY2016/17	FY2017/18
102: General Disclosures 2016						
Organisational profile	102-7	Scale of the organisation				
		Total number of employees <sup>1</sup>	Number	61	66	51
		Gross revenue	HK\$	29,539,504.00	33,476,735.00	\$35,273,339.00
		Surplus/ deficit for the year before tax	HK\$	(158,833.00)	1,670,848.00	\$2,085,364.00
		Total number of BEC Members	Number	194	198	197
		Council Members	Number	31	33	31
		Corporate Members	Number	55	51	52
		General Members	Number	97	98	96
		Fee-paying Affiliate Members	Number	11	16	18
		Number of clients served in the financial year	Number	94	89	77
		Total square footage of IAQ certified projects	Square metre	1,029,004	1,204,140	880,095
		Total number of environmental projects	Number	165	151	174
		Total number of events hosted at BEC building	Number	63	81	55
		Total number of events organised/ co-organised (excluding industry visits)	Number	20	26	18
		Number of attendees	Number	855	1,542	1,294
		Total number of industry visits organised	Number	7	8	8
		Total number of attendees	Number	152	171	224
		Total number of BEC IEE training courses	Number	26	25	24
		Total number of training sessions held	Number	61	72	99
		Total number of attendees (students)	Number	14,049	10,293	15,102
Total number of attendees (adults)	Number	490	1,970	1,119		
Total number of policy submissions	Number	7	7	6		

<sup>1</sup> Includes full-time and part-time employees of permanent and fixed term contracts.

GRI Standards	Disclosure Number	Details	Unit	FY2015/16	FY2016/17	FY2017/18
		Total hours of policy dialogues	Hours	6	6.5	8.5
		Total number of Advisory Group companies	Number	80	87	83
		Number of member representatives	Number	151	173	159
		Total hours of AG meetings (workshop and policy dialogues not included)	Hours	36.25	37.25	34
		AG Meeting average attendance rate	%	43.8%	38.1%	36%
		Total number of communication activities	Number	94	95	133
		Number of topical digests	Number	9	9	14
		Number of e-newsletters	Number	12	12	12
		Number of pieces of media coverage	Number	73	74	107
		Social media following				
		Number of page likes on Facebook	Number	573	982	1,571
		Number of followers on LinkedIn	Number	481	694	1,240
	102-8	Information on employees and other workers				
		Total number of employees a	Number	61	66	51
		Male	Number	19	30	24
		Female	Number	42	36	27
		Total number of employees by age a				
		Under 30	Number	28	36	21
		30-49	Number	31	27	28
		50 or above	Number	2	3	2
		Total number of employees by employment contract				
		Permanent – Male	Number	13	20	20
		Permanent – Female	Number	31	24	24
		Fixed term – Male	Number	6	10	4
		Fixed term - Female	Number	11	12	3
		Total number of employees by employment type				
		Full-time – Male	Number	15	25	23
		Full-time – Female	Number	35	29	26

GRI Standards	Disclosure Number	Details	Unit	FY2015/16	FY2016/17	FY2017/18
		Part-time – Male	Number	4	5	1
		Part-time – Female	Number	7	7	1
		Total number of interns during the year	Number	37	29	30
Stakeholder Engagement	102-44	Key topics and concerns raised				
		Average score for QMS Project Client Feedback Form for environmental projects	Score (1-5)	4.3	4.6	4.7
		Average satisfaction score for BEC IEE courses	Score (1-5)	4	4.2	4.2
200: Economic						
Ethical Fundraising	NGO8	Aggregated monetary value of funding received by source				
		Total income	HK\$	29,539,504.00	33,476,735.00	35,273,339.00
		Project and Seminar Income	%	69.4	73.1	74
		Membership fee income	%	10.8	10.5	11
		Conference and event income	%	7.2	4.2	5
		Rental and management income	%	11.9	12.2	15
		Harbour Business Forum income	%	0.7	0.02	0
		Staff cost and non-staff cost expense	HK\$	29,711,153.00	31,819,133.00	33,201,332.00
		Staff cost	%	65.5	67.0	67
		Non-staff cost	%	34.5	33.0	33
		Reserves				
		General Surplus	HK\$	8,895,120.00	12,132,099.00	13,710,892.00
		Building Reserves	HK\$	2,501,311.00	935,181.00	1,441,751.00
300: Environment						
Energy	302-1	Energy consumption within the organization - Electricity	kWh	377,373	396,148	376,498
			GJ	1,358.5	1,426.1	1,355.4
	302-3	Energy intensity	GJ / m2 GFA	0.38	0.40	0.38
	302-4	Reduction of energy consumption since FY2012/13				
		Reduction in GJ	GJ	647.6	580.0	650.7
		Reduction in %	%	32.3	28.9	32.4
		Reduction in electricity bill	HK\$	159,883	146,831	155,347
		Water withdrawal by source				

GRI Standards	Disclosure Number	Details	Unit	FY2015/16	FY2016/17	FY2017/18	
Water	303-1	From municipal water supply	Cubic Metre	359.5	406.3	376.8	
Emissions	305-1	Direct (Scope 1) GHG emissions	Tonnes of CO2e	0	0	0	
	305-2	Energy indirect (Scope 2) GHG emissions <sup>2</sup>	Tonnes of CO2e	203.78	213.92	192.0	
	305-3	Other indirect (Scope 3) GHG emissions	Tonnes of CO2e	23.85	24.76	6.43	
		From processing freshwater	Tonnes of CO2e	0.14	0.16	0.15	
		From processing sewage	Tonnes of CO2e	0.07	0.08	0.07	
		From waste disposed to landfill	Tonnes of CO2e	8.27	7.92	6.21	
		From employee commuting <sup>3</sup>	Tonnes of CO2e	15.37	16.60	- <sup>4</sup>	
	305-1,2,3	Total GHG emissions	Tonnes of CO2e	227.6	238.7	198.43 <sup>5</sup>	
	305-4	BEC Building GHG emissions intensity (Scope 1, 2 and 3, excluding employee commuting)	Tonnes of CO2e / m2 GFA	0.0598	0.0625	0.0559	
	305-5	Reduction of GHG emissions since FY2012/13 (Scope 2 only)					
		Reduction in Tonnes of CO2e	Tonnes of CO2e	141.7	131.6	153.5	
		Reduction in %	%	41	38	44	
	306-2	Waste by type and disposal method					
		Total weight of all waste – BEC Building	kg	8485.42	8365.21	7248.3	

<sup>2</sup> Covers energy indirect GHG emissions of BEC Building.

<sup>3</sup> A BEC employee commuting survey was conducted in 2017 to estimate GHG emissions from employee commuting. The estimation was based on *GHG Protocol: Corporate Value Chain (Scope 3) Standard*.

<sup>4</sup> The next round of BEC employee commuting survey will be conducted in October 2019.

<sup>5</sup> The total GHG emissions in FY2017/18 excludes GHG emissions from employee commuting since the BEC employee commuting survey will be conducted in October 2019.

GRI Standards	Disclosure Number	Details	Unit	FY2015/16	FY2016/17	FY2017/18	
Effluents and Waste		General waste – Landfill	kg	5512.1	5280.1	4141.6	
		Total recycled waste – BEC Building	kg	2973.32	3085.11	3106.7	
		Paper – Recycling	kg	2806.67	2873.7	2928.3	
		Metal – Recycling	kg	25.9	122.66	31.2	
		Plastic – Recycling	kg	55.4	35.04	39.8	
		Glass bottle – Recycling	kg	85.35	53.71	107.4	
		Recycling rate – BEC Building	%	35	37	43	
		Recycling rate – BEC Office	%	62	58	65	
400: Social							
Employment	401-1	BEC overall rate of new employee hires – All full-time staff	%	42	44	31	
		BEC overall rate of employee turnover – All full-time staff	%	32	35	22	
		New employee hires by number – Full-time (Permanent)					
		Total number	Number	18	14	9	
		Under 30	Number	12	10	4	
		30-49	Number	5	3	5	
		50 or above	Number	1	1	0	
		Male	Number	3	9	5	
		Female	Number	15	5	4	
		New employee hires by percentage – Full-time (Permanent)					
		Overall percentage	%	41	32	20	
		Under 30	%	80	56	25	
		30-49	%	19	13	19	
		50 or above	%	50	50	0	
		Male	%	23	45	25	
		Female	%	48	21	27	
		New employee hires by number – Full-time (Fixed term)					
		Total number	Number	3	10	6	
		Under 30	Number	3	9	4	
		30-49	Number	0	0	1	
50 or above	Number	0	1	1			
Male	Number	1	6	2			
Female	Number	2	4	4			

GRI Standards	Disclosure Number	Details	Unit	FY2015/16	FY2016/17	FY2017/18
		New employee hires by percentage – Full-time (Fixed term)				
		Overall percentage	%	6	23	14
		Under 30	%	60	113	100
		30-49	%	0	0	100
		50 or above	%	0	100	0
		Male	%	50	120	67
		Female	%	50	80	200
		Employee turnover by number – Full-time (Permanent)				
		Total number	Number	16	15	9
		Under 30	Number	12	8	5
		30-49	Number	3	6	4
		50 or above	Number	1	1	0
		Male	Number	5	3	4
		Female	Number	11	12	5
		Employee turnover by percentage – Full-time (Permanent)				
		Overall percentage	%	36	34	20
		Under 30	%	80	44	31
		30-49	%	11	25	15
		50 or above	%	50	50	0
		Male	%	38	15	20
		Female	%	35	50	21
		Employee turnover by number – Full-time (Fixed term)				
		Total number	Number	0	4	2
		Under 30	Number	0	4	1
		30-49	Number	0	0	0
		50 or above	Number	0	0	1
		Male	Number	0	2	0
		Female	Number	0	2	2
		Employee turnover by percentage – Full-time (Fixed term)				
		Overall percentage	%	0	40	40
		Under 30	%	0	50	25
		30-49	%	0	0	0
		50 or above	%	0	0	0

GRI Standards	Disclosure Number	Details	Unit	FY2015/16	FY2016/17	FY2017/18	
		Male	%	0	10	0	
		Female	%	0	8	8	
	404-1	Average training hours <sup>6</sup>					
		Per employee	Hours	20.5	21.0	22.57	
		Male	Hours	23.8	20.0	22.96	
		Female	Hours	19.0	21.8	22.23	
		Senior Management	Hours	26.3	30.8	32	
		Staff	Hours	18.6	18.4	20.45	
		Percentage of employees trained					
		Male	%	100	100	100	
		Female	%	100	100	100	
		Senior Management	%	100	100	100	
	Staff	%	100	100	100		
	404-3	Percentage of employees receiving regular performance review					
		Overall percentage	%	100	100	100	
		Male	%	100	100	100	
		Female	%	100	100	100	
Senior Management		%	100	100	100		
Staff		%	100	100	100		
Diversity and Equal Opportunity	405-1	Diversity of governance bodies and employees					
		BEC Board of Directors					
		Under 30	%	0	0	-	
		30-49	%	25	15	-	
		50 or above	%	75	85	-	
		Male	%	85	90	79	
		Female	%	15	10	21	
		Senior Management					
		Under 30	%	0	0	0	
		30-49	%	83	82	78	
		50 or above	%	17	18	22	
Male	%	42	55	67			

<sup>6</sup> Includes full-time employees of permanent and fixed term contracts.

GRI Standards	Disclosure Number	Details	Unit	FY2015/16	FY2016/17	FY2017/18
		Female	%	58	45	33
		Staff				
		Under 30	%	53	60	50
		30-49	%	47	37	50
		50 or above	%	0	2	0
		Male	%	26	44	43
		Female	%	74	56	58
	405-2	Ratio of average basic salary of women to men				
		Senior Management	Ratio	0.68	0.67	0.67
		Staff	Ratio	1.01	1.16	1.22