

Alliance 360 MAGAZINE

2022 1st Issue



5Es

Under COVID-19

第五波疫情下的 **5th Wave**
5E行動

 **Alliance 友盟**
A joint venture company between  and **HEIDELBERGCEMENT**



"While we may not have control over a global pandemic, but we can play a role to control our response to it and unlock a desirable outcome."

"縱然我們無法控制全球大流行病，但我們仍能掌控如何應變以達到可取的結果。"

VINCENT YU CHIEF EXECUTIVE OFFICER
余振偉 行政總裁

Together with all Hong Kong people, we experienced the fifth and the worst wave of Covid-19 in the first quarter of this year. In times of crisis, our response is particularly important to make a difference in the result. It's often easy to believe that things happen and events create outcomes beyond our control. While we may not have control over a global pandemic, but we can play a role to control our response to it.

Everyone in Alliance has demonstrated how we responded to the uncontrollable 5th wave of COVID-19 to unlock a desirable outcome. We do not just let things happen, we make things happen. We care and support each other. We put ourselves in the driver's seat and look for solutions. We are willing to try something new, different, and uncomfortable.

In this issue, we summarize our actions to overcome the challenge of COVID-19 fifth wave, with the 5Es - **Endeavour, Evolution, Enhancement, Empathy and Engagement**, and support the speedy construction of the six urgent new quarantine camps by our concrete and aggregates solutions. We provide our full support to Hong Kong, we make it happen! Thank you to everyone in Alliance, I am so proud of you!

Endeavour: Everyone in Alliance exhibits a spirit of excellence to go the extra mile.

Evolution: We developed the remote batching solution to manage our production anytime and anywhere to ensure our business continuity during the most difficult time.

Enhancement: We commit to continuous improvement in our processes, technologies, services and corporate social responsibility actions.

Empathy: We strive our best to protect our employees and drivers, we care and support each other through these challenging times.

Engagement: We share the direction and strategies of our Business Continuity Plan transparently to our employees and drivers and update them about the development by frequent communication.

I wish to refer to the insight of author Nassim Nicholas Taleb: "Antifragility is beyond resilience or robustness. The resilient resists shocks and stays the same; the antifragile gets better." As we navigate through uncertainty and adversity, there is always opportunity to grow stronger. It requires us to cultivate antifragility together to continue our success in the face of uncertainties.

Together we make a difference, together we continue to thrive!

今年第一季度，我們與所有香港人一起經歷了第五波最嚴峻的新冠疫情。我們面對危機時如何作出反應對改變結果至關重要。我們往往很容易認定一些事情的發生、演化及結果均難以掌控。事實是縱然我們無法控制全球大流行病，但我們仍能掌握如何應變以達到可取的結果。

在友盟，大家在應對第五波冠疫情時，均展現了如何在困難重重中成就果實纍纍。我們不會只是順應情況，我們努力去行動成就事情。在彼此互相關心和支持下，我們採取主導性態度，尋求解決方案。我們勇敢去嘗試創新的、不同的、跳出安舒區的新事物。

在本期雜誌中，我們總結了友盟如何用五大範疇行動去克服第五波冠疫情的挑戰，包括**全力以赴、推陳出新、持續改善、體恤互助及齊心同行**。同時，我們通過混凝土和石料方案支持快速興建六個緊急的隔離營設施。我們全力支持香港，我們做到了！我衷心感謝友盟每一位同事的努力，我為你們驕傲！

全力以赴：每個友盟人都表現出精益求精，願意多行一步的精神。

推陳出新：我們開發了遙距預拌生產方案來隨時隨地管理生產，以確保我們在最困難時期的業務可持續性。

持續改善：我們致力不斷改進業務流程、技術、服務和企業社會責任行動。

體恤互助：我們盡最大努力保護員工和司機，在關鍵時期互相關心和支持。

齊心同行：我們向員工和司機坦誠分享業務持續性計劃的方向和策略，緊密地溝通讓員工了解發展情況。

在此，我想引述作家Nassim Nicholas Taleb的名言：「堅毅是一種超越韌性或穩健性的能力。具韌性者迎難不變，唯堅毅者遇強越強。」當我們身處不確定性和逆境時，總會有變得更強大的契機。逆境下我們更需要一起鍛鍊毅力，在不確定性面前繼續取得成功。

團結一心，我們定能帶來改變，一起繼續邁步成長！

5Es

Under COVID-19

5th Wave

第五波疫情下的5E行動



In February to March 2022, when the world continued to fight the COVID-19 crisis, Hong Kong was in the throes of its worst-ever fifth wave outbreak.

Besides taking swift actions to survive the COVID-19 attack, more importantly, Alliance has been pushing fundamental transformation of the Company to boost resilience to thrive through obstacles and uncertainty. Therefore, to get ready to the increasing unconventional challenges ahead.

With the severe impact of the fifth wave outbreak, Alliance escalated its business continuity actions to sustain the business with effort on five Es – **Endeavour, Evolution, Enhancement, Empathy and Engagement.**

在 2022 年 2 月至 3 月期間，當世界正繼續面對 2019 新型冠狀病毒危機時，香港正處於史無前例最嚴峻的第五波疫情中。

除了迅速採取行動抗擊疫情，對友盟來說更重要的是推動公司的全面蛻變，增強應對危機和各種不確定性的能力，為未來越來越多的挑戰做好準備。

在第五波疫情的重大打擊下，我們升級了業務持續性計劃行動以維持業務，並專注在以下五大方面努力—全力以赴、推陳出新、持續改善、互助體恤及齊心同行。



ENDEAVOUR 全力以赴

As part of the community, we made every endeavour to support the urgent needs of the society and the city's sustainable development. During the most difficult time of the fifth wave COVID-19 outbreak, we mobilized all resources to contribute to the speedy construction of new quarantine camps and access road to the facilities. For the city's development, one of the many infrastructure projects that Alliance is supporting is the Kai Tak Development, a huge and highly complex development project with a mix of community, housing, business, tourism and infrastructural uses.

作為社區的一分子，我們竭力支援社會的迫切需求和城市的可持續發展。在第五波疫情最困難的時期，我們調動了所有資源，為極速興建新的隔離營和連接隔離設施的道路作出貢獻。在城市發展方面，啟德發展區是友盟參與的眾多基建項目之一。該發展項目規模龐大且具高度複雜性，其多元用途涵蓋社區、房屋、商業、旅遊和基建等。

ACHIEVE 突破不可能 THE IMPOSSIBLE

Supported
同時支持

6

Quarantine camps simultaneously
隔離營

operations and deliveries
全天候營運和交付

24/7

Recorded production volume of over
於3月12日的產量破紀錄
達逾

6,000 m³

on 12 March

Daily truck deliveries
每天送貨

450⁺ 車次

Total production volume in March
exceeded budget for
3月總產量超出預算

20%

Record daily concrete supply to
the quarantine camps
單日向隔離營供應

3,600 m³

混凝土的紀錄

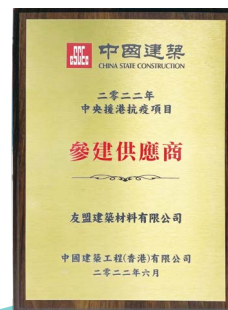


CONCRETE SUPPLY

混|凝|土|供|應|

In February to April 2022, as Omicron spread through the city, the Hong Kong government has ramped up construction of the quarantine facilities to house COVID-19 patients with mild or no symptoms. With some lands lent by local developers and the strong support from both the Central Government and the construction industry, the city has speedily built some new quarantine camps and contained the worst wave of COVID-19 within two months. Alliance was proud to contribute to the quarantine camp projects by concrete and aggregates supply.

2022年2月至4月，隨著Omicron 病毒在全香港蔓延，特區政府銳意加快隔離設施的建設，以支援輕度或無症狀的患者。期間本土發展商借出了部分土地，亦得到中央政府和建築業的大力支持，香港極速建設了一些新的隔離營，並成功於兩個月內遏制了最嚴重的第五波疫情。友盟非常自豪能夠透過混凝土和石料供應為隔離營項目作出貢獻。



Special appreciation certificate from our customer – China State.
由我們的客戶——中國建築頒發的特別感謝證書。

1 Kai Tak Site 啟德地盤

- 24/7 concrete supply for 12 consecutive days
連續 12 天全天候混凝土供應

2 Tam Mei Site 潭尾地盤

- Record daily concrete supply of 1,700 m³
創紀錄1,700立方米單日混凝土供應

3 Penny's Bay Site 竹篙灣地盤

- Record daily concrete supply of 1,500 m³
創紀錄1,500立方米單日混凝土供應
- 24/7 concrete supply for 14 consecutive days
連續 14 天全天候混凝土供應

4 Sun Tin Site 新田地盤

- Record daily concrete supply of 1,500 m³
創紀錄1,500 立方米單日混凝土供應

5 Tsing Yi Site 青衣地盤

6 Lok Ma Chou site 落馬洲地盤



AGGREGATES SUPPLY 石料供應

Besides concrete supply, maintaining stable aggregates supply to quarantine camps was also a tough but meaningful experience for our Quarry teams. Look back to the most critical period in late Feb 2022, **Michael Xu, Sales Manager - Southern China of Alliance** shared, "When our customer rang us up requesting aggregates for the construction of Tam Mei quarantine centre, we responded to their urgent needs with one heart and one mind. It was totally not about making profit, what we only cared about were how we could speed up the supply logistics and got the material ready at site."

"Whatever they need, whenever to deliver, we are ready"

"The Tam Mei site was used to be pond area which was full of mud and water. It's just simply impossible to predict the aggregate usage to construct the civil foundation, not to say, it's under a very tight schedule. To catch the schedule, our customer had to work 24/7 and so did us. Unlike normal ordering process, we waived the pre-planning of delivery for the quarantine projects, whatever product they need, whenever to deliver, our depots were ready to arrange, even just one truck. In other words, our depots were standby for the job all the time." Michael said.

Joseph Wu, Operations Manager - Aggregates & Logistics said, "Not only there were many depot staffs got infected, but we needed to arrange extra manpower to take care the overnight shifts for dispatching. At that time, the younger team members from Sales

and Depot Operations volunteered to stay in the depots to co-ordinate the deliveries till midnight. It showed their true devotion to the job and teamwork."

除了混凝土供應，維持隔離營穩定的石料供應對我們的石礦團隊來說也是一次艱難但別具意義的經歷。回顧今年 2 月下旬最關鍵的時期，**友盟華南區銷售經理徐淼**分享道：「當接到客戶電話要求供應建造潭尾檢疫中心所需的石料時，我們沒有考慮盈利，只是一心想做好，加快物流把物料送達地盤。」

"任何石料，何時交付，我們都準備好了"

「潭尾地盤是滿佈泥水的池塘區，建造工程地面所需的石料品類根本不可能預測，而且時間表極之緊迫。為了趕進度，客戶必須日以繼夜工作，我們也是如此。與正常的訂購流程不同，我們豁免了項目的交付時的預定過程，無論地盤需要什麼產品，何時交付，我們的倉庫都準備好，即使只需一車物料。換言之，我們的石料倉庫為項目隨時候命。」徐淼說。

石料及物流營運經理吳俊說：「在有許多倉庫員工被感染的情況下，我們更要安排額外的人手來支援夜班的出貨。當時，石料銷售和倉庫營運部的年輕員工自願留守在倉庫協調夜間出貨。這完全顯展示了他們對工作的全情投入和團隊合作精神。」

BUILD TRUST AND FRIENDSHIP 互信和友誼的建立 KAI TAK DEVELOPMENT – FORMER RUNWAY AREA - STAGE 4

啟德發展計劃 – 前跑道區(第4階段)

PROJECT CHALLENGES 項目挑戰

The project constructed by Penta Ocean includes the major trunk road connecting Kai Tak development area to surrounding town To Kwa Wan and the underground road and bridge to link Kai Tak Sports Park with Kai Tak Airport runway area. Constructing these roads required several mega pours in two weeks, with the volume up to 1,800m³ each. Although under the shadow of the fifth wave pandemic, speedy production, steady hourly delivery rate and stable concrete quality, all these could not be compromised in any way.

Besides the frequent pre-planning meeting with the customer's project team, **Beta Wong, Senior Customer Service Manager of Alliance**, said the trust and friendship built between the two parties are the key element to the success of project management. "Because of the trust we built, we devoted our resources to operate at full capacity. Like we required the designated truck fleet, production and CS team to get ready at 5 am during the critical weeks, making up to 25 deliveries per hour to facilitate the mega pours. And the client also made effort to follow the work plan to minimize our idle time. In addition to on-site technical support, our CS managers kept monitor the hourly deliveries and responded to ad hoc issues every day."

The Warm Gesture

Because of the friendly relationship, the customer initiated to provide lunch boxes and tea sets to our drivers. This warm gesture was a recognition of the driver's hard work.



由五洋建設興建的項目包括連接啟德重建區與周邊土瓜灣地區的主要幹道，以及連接啟德體育園和啟德跑道區的地下道路和橋樑。這些道路的建設需要在兩週內完成數次大型混凝土澆築，單次體積可達 1,800 立方米。儘管受第五波疫情影響，快速生產、穩定的每小時交貨率和穩定的混凝土質量，全部均不能妥協。

除了頻繁地與客戶項目團隊作出前期規劃，**友盟高級客戶服務經理王衛政**表示，雙方建立的信任和友誼是項目管理的成功關鍵。「基於雙方建立的信任，我們投入資源全速運作。例如要求指定的車隊、生產和客服團隊在關鍵的兩週內於清晨 5 點便全體候命，每小時交付多達 25 車次，以促成大型澆築。同時客戶也努力遵循施工計劃以減少我們的閒置時間或資源錯配。除了地盤的技術支援外，我們的客戶服務經理每天都監控按小時的交付並回應特發狀況。」

客戶的小心意

雙方的友好關係亦令客戶主動提出為我們的司機提供午餐盒和茶點。這種溫暖的小心意表達了對司機辛勤工作的認可。



ROAD IMPROVEMENT FOR COMMUNITY ISOLATION AND TREATMENT FACILITIES AT

PENNY'S BAY

竹篙灣

隔離及治療設施道路改善工程

Photo provided by CSHK 圖片由中海集團提供

CUSTOMER SHARING

客戶分享

"This was a memorable experience working with Alliance team. Due to the extremely tight schedule, we had to confirm the concrete supplier immediately after we were awarded the contract. Our experience working with Alliance for the previous quarantine facilities and the friendly relationship were the main reasons that we partner with Alliance again. There were some hurdles for both sides like choosing the best concrete mix to fit for the construction progress and maintaining stable delivery in the initial stage. We took Alliance's advice to use high grade 60D mix and High Early Strength Concrete which can achieve 20MPa in 12 hours, so as to avoid the constrain of the carriageway concrete we chose before. We also appreciate Alliance's full support for all overnight orders, that's the key to get the job done on time."

「今次與友盟的合作是一次難忘的經驗。由於時間非常緊迫，我們必須在獲得政府委任後立即確認混凝土供應商。過去與友盟合作建設隔離營的經驗和友好的關係是雙方再度合作的主因。雙方都面臨一些挑戰，例如選擇最適合施工進度的混凝土配方以及在施工初期保持穩定交付。我們聽取了友盟的建議，使用高級別的60D混凝土和早期高強度混凝土，12小時內可達到20MPa，以避免我們之前選擇馬路石屎的限制。我們也感謝友盟對所有通宵訂單的全力支持，這是可以按時完工關鍵。」

Andy MAN

Commercial Manager of China Harbour
中國港灣商務經理

To improve the accessibility to the quarantine facilities in the Penny's Bay, the government announce an urgent mission to complete the road improvement project in Penny's Bay in early April. Before China Harbour was confirmed to be the project contractor, we have proactively reviewed our production capability, kept close contact with all our customers to show our determination to support all pandemic related projects, while preparing for extra materials and human resources to cope with any urgent projects.

The Two-weeks Mission

Time is a crucial factor for the project of success. The road improvement had to be completed in two weeks. With advanced

preparation made, we were able to deliver the first batch of concrete to the site on the same day right after the supply contract was signed with the customer. To meet the two-weeks' timeline, our Operation and Technical team immediately suggested a tailored solution with a combined series of High Early Strength Concrete instead of the basic carriageway concrete preferred by the customer. The benefits of the new solution included more flexible time management, better temperature control and higher concreting efficiency. With all the effort from our cross functional teams and the trust from the customer, this special mission was completed on time.

為改善竹篙灣檢疫設施的交通，政府宣布了一項緊急任務，必須於4月初完成竹篙灣的道路改善工程。在中國港灣被委任為項目承建商之前，我們已積極評估公司的生產力，並與所有客戶保持密切聯繫，表達了我們將全力支持所有防疫項目的決心。同時，我們亦準備了額外的物資和人力資源以應對任何緊急項目。

兩週完工的任務

時間是此項目成功的關鍵因素，因為該道路改善工程必須在兩週內完成。經過前期的充分準備，我們在與客戶簽訂合同後的同一天便將第一批混凝土送到地盤。為了助客戶達成「兩週」完工的目標，我們的



營運和技術團隊即時提出了一個定制的產品方案，建議採用不同的早期高強度混凝土組合，而不是客戶選擇的一般馬路混凝土。新方案的好處包括更靈活的時間管理、更好的溫度控制和更高的澆注效率。在我們跨部門團隊的努力和客戶的信任下，這項特殊任務如期完成。

EVOLUTION

推陳出新

Digital evolution is accelerating in almost every industry, especially with the impact from the COVID-19 pandemic, construction industry is no exception. Alliance has heavily invested in digital technologies and mobile apps to improve operational efficiencies and optimize different business areas, from product development, production to customer services. We believe these strategic actions in long run will result in increased scope of innovation, improved resilience and enhanced connectivity.

數碼化革命幾乎在每個行業均在加速發展，尤其是在大流行病的影響下，建築行業也不例外。友盟在數碼科技和流動應用程式方面投入了大量資源，以提高營運效率，從產品開發、生產到客戶服務的不同業務領域進行優化。我們相信長遠而言這些戰略行動將可推廣創新、改變應變能力並增強聯繫及溝通。

REMOTE BATCHING

– Manage Production Anytime, Anywhere

Facing the unprecedented challenge of the COVID-19 fifth wave in Hong Kong, what we need was a swift plan to ensure our business continuity. One of the important countermeasures was to develop a new "Remote Batching" system to manage production anytime, anywhere.

"Remote Batching" is an advanced version of home office. With the specially designed IT system, our operators can remotely control all batching related machines and devices to load concrete into our mixer trucks from their home. Therefore, it greatly reduced the infection risk of our staff and enabled

production to meet the operational needs anytime, bringing greater flexibility to our operations. It also helped avoid suspension of concrete supply for the major construction projects including the Government's quarantine facilities in midst of the COVID-19 fifth wave crisis.

Our next step is to implement remote batching in our Sai Tso Wan 2 Plant which is now under construction. By centralising the control of all production legs at Tsing Yi Island, the remote batching system will start a new era for our Tsing Yi Production Hub to maximise productivity, efficiency and innovation.

遙控預拌生產系統

隨時隨地管理生產

面對香港第五波新型冠狀病毒前所未有的挑戰，我們需要馬上啟動快速應變計劃來確保業務持續性。其中一項重要的應對措施是開發全新的「遙距預拌」生產系統，隨時隨地管理生產。

「遙距預拌」生產系統是在家工作的高階版本。通過專門設計的 IT 系統，我們的操作員可以遙距控制所有與混凝土生產相關的機器和設備，將混凝土裝載到攪拌車中。員工的感染風險因而大大降低，產能亦可滿足營運需求，為公司的營運帶來更大的彈性。新系統的發展亦減低了第五波疫

情最危重期間暫停向主要建設項目，包括政府檢疫設施供應混凝土的風險。

我們的下一步是在正在興建中的西草灣 2 廠實施遙距預拌操作。通過集中控制公司在青衣島上所有的生產線，我們的青衣生產中心將進入一個嶄新時代，全面提升生產力、效率和創新力。



Carbon Reduction 減少碳排放

COMMITMENT TO SCIENCE BASED TARGETS

定立科學基礎減量目標

Recently Alliance has committed to the Science Based Targets initiative ("SBTi") as a key step to achieve our climate protection ambition. By signing the pledge, we strive to combat climate change by setting greenhouse gas (GHG) emissions reduction targets to support the Paris Agreement of holding the global average temperature rise to well below 2°C above pre-industrial levels. This will also help to halve the global emissions before 2030 and achieve net-zero before 2050.

Our Targets

- Reduce absolute scope 1 and scope 2 GHG emissions 30% by 2030 from a 2018 base-year
- Measure and reduce scope 3 emissions

Building and construction are the major contributors of global GHG emissions. As the construction materials producer, we can play a vital role in shaping a sustainable future by reducing our carbon emissions and providing support to our customer's sustainability goals. Our emissions cover the direct fuel consumption of delivery truck fleet, other vehicles and mobile plants, as well as the electricity consumption of all our worksites. These near-term targets have been validated by the SBTi, which will provide a detailed road map for our actions.

最近，友盟加入了科學基礎減量目標倡議 (SBTi)，為實現公司的氣候保護目標邁出了關鍵一步。通過簽署該倡議，我們致力定立溫室氣體減排目標來應對氣候變化。此舉旨在支持《巴黎協定》提出把全球平均溫度升幅控制在工業化前水平以上遠低於 2°C，亦有助於在 2030 年前將全球排放量減半，並在 2050 年前實現淨零排放。

我們的目標

- 在 2030 年，將範圍 1 和範圍 2 的絕對溫室氣體排放量比2018基準年減少 30%
- 測量和減少範圍 3 的排放量

建築物和建築工程是全球溫室氣體的主要排放源。作為建築材料生產商，我們可以通過減少碳排放和支持客戶的可持續發展目標，在塑造可持續未來方面發揮重要作用。我們的排放源包括運輸車隊、其他車輛和流動廠房的直接燃料消耗，以及所有工地的電力消耗。這些短期目標已通過 SBTi 驗證，並將成為我們未來計劃的詳細行動的路線圖。

VIRTUAL PLANT TRIAL SERVICE TO ACCELERATE PROJECT PROGRESS

以虛擬廠內測試服務加速項目進度

Service
Offering
提升服務

Under the severe impact of COVID-19 fifth wave, all visitors were prohibited to visit our plants to minimize the infection risk. In order to support our customers to meet the tight construction schedule, we offered new virtual plant trial service to replace the traditional onsite procedures. New IT tools were utilised to maintain close communications with the customers, which enabled our technical staff to share instant photos and short videos to demonstrate the whole plant trial process. The customers could observe all product and testing details via real time photos and videos, and ask questions instantly. Several government projects have already adopted this digital approach to accelerate the project progress.

在第五波疫情的影響下，我們的廠房禁止了所有訪客到訪，以盡量減低傳染風險。為了支持及配合客戶的緊張的施工進度，我們提供了虛擬廠內測試服務，以取代傳統的實地測試程序。透過利用新的資訊科技軟件，我們的技術人員與客戶保持密切溝通，並即時分享照片和短片，展示整個廠內測試過程。客戶可以通過實時照片和短片觀察所有產品測試的細節，及即時提出問題。一些政府項目已經採用這種數碼化方式來加快項目進度。



ENHANCEMENT

持續改善



Continuous improvement is our long-term strategy to improve operation efficiency and increase customer satisfaction. One recent example is the new Truck Position Monitoring System to improve concrete loading efficiency.

實施持續改進是我們的長期策略，以提高營運效率及客戶滿意度。最近的例子包括用於提高混凝土裝載效率的車輛裝載位置監控系統。

Production Efficiency

提高生產效率

RIGHT CONCRETE MIX, RIGHT TRUCK, RIGHT POSITION 正確的混凝土配方、正確的位置、正確的車輛

It is no doubt that digital transformation is playing a vital role in changing production process and improving operation efficiencies. We are making progress to a more advanced phase of digital concrete loading process with a new Truck Position Monitoring System. By integrating a new AI industrial camera with our production system, we can ensure the right concrete mix is discharged to the right truck at the right position. It will benefit the loading efficiency and overall truck cleanliness.

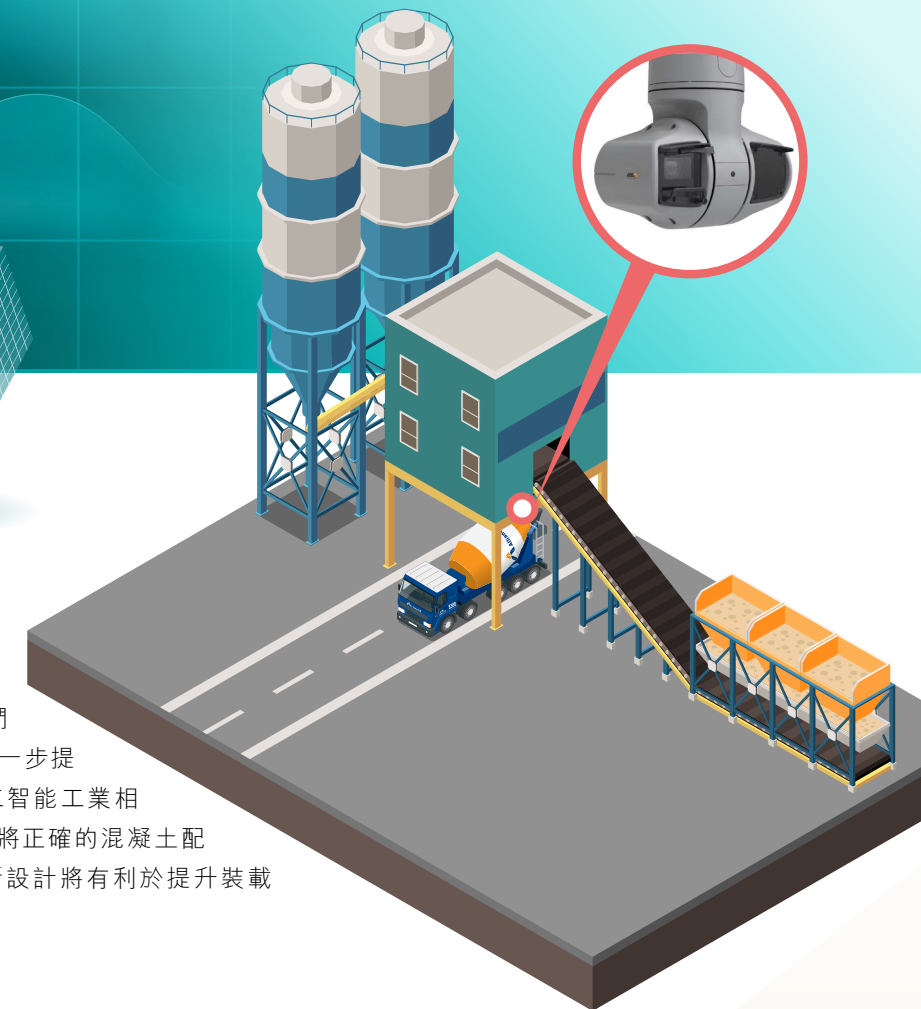
How it works?

- AI industrial camera to identify the truck and its concrete receiving hopper
- Detect the misalignment to the hopper and issue warning to the drivers
- Conduct video analysis to guide the truck to the right position
- Extract truck number from the system and integrate into the company's database, so that the loading accuracy can be enhanced

毫無疑問，數碼化轉型對改變生產流程和提高營運效率方面至關重要。我們正在使用新的車輛裝載位置監控系統，進一步提升混凝土數碼化裝載流程。利用新的人工智能工業相機與廠房生產系統的融合，我們可以確保將正確的混凝土配方在正確的位置裝載到正確的車輛。此新設計將有利於提升裝載效率和車輛的整體清潔度。

如何運作？

- 人工智能工業相機識別車輛及其混凝土接收料斗的位置
- 檢測到料斗位置錯誤時向司機發出警告
- 進行視頻分析，將車輛引導到正確的位置
- 從系統中辨識車號，並將資料傳送到公司的數據庫，從而提高混凝土裝載精確度



Our employees' safety and well-being during the pandemic are paramount. We strive to listen to them and empathize with their greatest concerns. To minimise the impact of the pandemic on our employees and the virus transmission in our workplaces, we have implemented a range of BCP measures.

員工在大流行病期間的安全和福祉至關重要。我們努力聆聽他們的聲音，並體恤他們最關注的問題。為了盡量減少疫情對員工的影響和避免病毒在工作場所傳播，我們實施了一系列業務持續性計劃行動。

EMPATHY 體恤互助



HEALTH AND SAFETY FIRST 健康安全至上



To ensure our workforce feel safe and supported, strict epidemic-prevention measures have implemented in all our workplaces since the initial outbreak. These included frequent disinfection, special work arrangement, access control at the sites and cease of non-essential meetings and business trips. When the COVID-19 fifth wave started to grow, we step up the actions to have all head office staff to work from home, minimise physical contact of the operative staff and driver by adjusting the work process and location and require all operative staff to conduct daily RAT. We especially bought some sanitizing air purifiers in every plant and arranged frequent disinfection, while all operative staff were provided highest level of protective surgical masks, so that they felt more safe to work.

為確保我們的員工感到安全和公司的支持，自疫情爆發以來，我們在所有工作場所都實施了嚴格的防疫措施。這些措施包括頻繁的消毒、特別工作安排、工地出入限制以及停止所有不必要的會議和出差。在第五波疫情開始蔓延時，我們進一步升級行動，讓所有總部員工在家工作，並通過調整工作流程和地點盡量減少操作人員和司機的接觸，並要求所有操作人員進行每日快速抗原測試。我們特地在每個廠房添置了消毒空氣淨化器及安排恆常消毒，同時為所有操作人員提供了最高級別的外科口罩，讓他們工作更有安全感。

BEAT THE CLOCK 爭分奪秒



When there were increasing confirmed cases in the head office building, we immediately rent a new back-up office for one of the Customer Service teams, finished the migration and system set up in 3 days.

當總部大樓確診病例增多時，我們立即為其中一個客戶服務團隊租用了新的後備辦公室，在三天內完成了遷移和系統建設。



For some reasons we had many frontline staff who needed to work or quarantine at home. We developed a "Remote Batching" system in 2 days to avoid serious operation disruption.

由於某些原因，我們有許多前線員工需要在家工作或隔離。我們在兩天內開發了一個「遙距預拌」生產系統，以避免嚴重的生產停頓。



We have made a bold decision in just 1 day to arrange all CS staff to work from home, all essential communications and system setting were solved in a very short period of time.

我們在短短一天內大膽作出決定去安排所有客戶服務員工在家辦公，在極短的時間內解



TOGETHER
WE CAN WIN **ANY BATTLE**
一起 便能共渡難關

SUPPORT **MENTAL WELLNESS** 心理健康支援

In addition to addressing our employee's basic needs of safety and security, we emphasized close communications and cared about their emotions and fear about this new disease. Lead by our Risk manager, all the other team managers were required to support their team members' needs with flexibility. We have been monitoring the situation daily and sent regular COVID-19 updates to all staff to help them understand the latest situation and take prevention actions.

除了滿足員工對安全和保障的基本需求外，我們還強調密切溝通，關心員工的情緒和對這種新型病毒的恐懼。在公司風險經理的帶領下，所有其他部門經理都需要靈活地支援團隊成員。我們每天監測疫情發展，定期向所有員工發送疫情資訊，以使其了解最新情況及採取預防措施。



THE **HELPING HANDS** 援助之手

When some team members got infected in the fifth wave outbreak, we are very proud that the Alliance team showed great support to each other. Whether it be sharing useful medical service and quarantine hotel information or delivering essential medicine and RAT kits, all these demonstrated love and teamwork.

當第五波疫情期間有部分員工被感染，我們非常自豪友盟團隊彼此互相支持。無論是分享有用的醫療服務和檢疫酒店信息，或是提供必要藥物和快速抗原測試包，所有這些都體現了團隊中的愛和合作精神。



ENGAGEMENT

齊心同行

Community Care 社區關懷

THE 15 YEARS PARTNERSHIP WITH UCN 與 UCN 的 15 年夥伴關係

Over the past 15 years, we have been supporting the social welfare initiatives of United Christian Nethersole Community Health Service (UCN).

Every year, we join hands with UCN to hold different activities for their members in different areas of Hong Kong, such as Christmas and Mid-Autumn Festival party for the seniors in the elderly centres. Due to the resurgence of domestic COVID-19 infections in late December 2021, we have no option but to stop sending our volunteers to celebrate Christmas with the members. To show our care, we offered cash sponsor to support UCN's elderly service and sent gifts to their elderly members.



在過去的 15 年裡，我們一直支持基督教那打素聯合社區健康服務 (UCN) 的社會福利項目。

公司每年均會與UCN攜手在香港不同地區為旗下會員舉辦不同的活動，包括在長者中心為年長會員舉辦聖誕及中秋派對。由於 2021 年 12 月下旬本港疫情肆虐，我們別無選擇，只能暫停派義工與長者們一起慶祝聖誕節。為了表達心意，我們提供了現金贊助以支持UCN的老年人服務並為他們的年長會員購買禮物。

SUPPORTING NEXT GENERATION OF ENGINEERS 支持新世代工程師

With the close connection and linkage with tertiary institutes, we helped develop the next generation of engineers by donating a professional laboratory pan mixer to Hong Kong Metropolitan University. The pan mixer was delivered to the newly setup Civil Engineering Laboratory of the School of Science and Technology in January 2022. The equipment provides more opportunities to the undergraduate students for hand-on experience on ready mixed concrete. The practical training with specific industrial equipment will enable them to experience and analyze the test, so the students' understanding of theoretical knowledge and their motivation to learning are increased. This experience will also benefit their future study and career development.



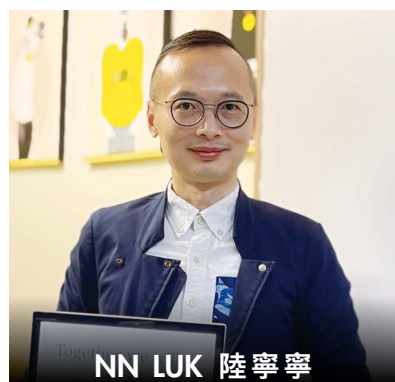
通過與大專院校的緊密聯繫和聯動，我們向香港都會大學捐贈了一台專業的實驗室盤式攪拌機，幫助培養新世代工程師。該盤式攪拌機於 2022 年 1 月交付予新開立的理工學院土木工程實驗室。該設備為本科生提供了更多學習預拌混凝土的實踐機會。有針對性的實踐培訓工業設備使他們能夠體驗和分析，從而增加學生對理論知識的理解和學習的動力。這種經歷也將有利於他們未來的學習和職業發展。

Staff
Engagement
員工參與

RIDING OUT THE COVID-19 CHALLENGE - Staff Sharing

戰勝疫情 員工分享

SALES TEAM



NN LUK 陸寧寧

I was really panic when my two baby boys were tested positive for COVID-19. I called my colleagues and they immediately sent me the essential anti-epidemic items. After the fight against the virus, it feels like we are not just colleagues, we are brothers and sisters, who will always support each other, while the Company is our rock.

當我兩個小兒子被確診新冠病毒時，我真的很徬徨。同事知悉後立即為我寄來了必要的防疫用品。經此一「疫」後，我感覺大家已不只是同事，我們是兄弟姐妹，任何時候都互相支持，而公司是我們的最大後盾。

LORRY OWNER DRIVERS



LI SUI CHI 李瑞志

Being the special work shift driver was a good way for me to increase income. I am also grateful that the company listened to our needs to adjust the starting time of the special shift to 1 pm, so that we can have enough rest. Whenever the quarantine camps were covered in the news, I was proud that I could be part of it to fight against the virus.

作為特更司機除了可增加收入外，我亦感激公司能從善如流，將特更開工時間調整至下午一點，令我們有足夠時間休息。每當電視報導隔離營時，我都因為能為抗疫出一分力而感到自豪。



LAM SIU WAH 林少華

As a concrete truck driver who has been in the business for less than a year, I need to adapt to new challenges in all aspects. Working for the special shift has increased my confidence being a concrete truck driver, and like most special shift drivers. I am happy to help fighting the epidemic.

作為一名入行不足一年之混凝土車司機，我在各方面都需要適應學習。今次特更工作增加了我作為混凝土車司機的信心。我很高興能為抗疫出一分力。

PLANT OPERATION



MINNIE WONG 黃汶姬

The pandemic fifth wave was fast and fierce. I am very grateful that the company has prepared many epidemic prevention materials for better protection for everyone in the team.

第五波疫情來勢洶湧，很感激公司為我們準備大量防疫物資以保障我們每一個。



CHAN WAI LEUNG 陳偉良

Plant operation staff have to work in shifts to support the 24/7 concrete supply to the government quarantine camps. It's super tough for all the plant staffs but I am honored to contribute to the quarantine camp construction.

工廠操作人員必須輪班工作以向政府的隔離營24/7供應混凝土。這對所有廠房員工來說都是非常艱難的，但我很榮幸能為建設隔離營作出貢獻。



SYMING LEUNG 梁思銘

The company responded very quickly, such as setting up an IT system for remote production in our home in a short period of time so that we could travel less and work from home with a peace of mind.

公司的應對措施非常快捷，例如短時間內在我們家中設立遙距生產的電腦系統，讓我們可減少外出，安心在家工作。



SIT HANG 薛恒

I was a good experience to participate in the testing and operation of "Remote Batching" in Yuen Long plant. This has allowed me to gain more knowledge and experience in advanced production. I am confident to manage the new system well and give back to Alliance.

參與元朗廠「遙距預拌」生產的測試和操作是一次很好的體驗。這讓我對先進混凝土生產方面獲得了許多新知識和經驗。我有信心管理好新系統，回饋公司。



FONG PING HONG 方平康

We faced the manpower shortage when there were some staff tested positive for COVID-19 in STW plant. The Company immediately arranged work force to relieve our workload. The situation was still tough but thanks to the teamwork, we were able to maintain operation.

當西草灣廠有部分員工染疫令我們陷入人手短缺，公司立即安排後援人員以減輕我們的工作量。雖然情況仍然很艱難，全賴團隊合作令我們得以維持營運。



LAM CHI KIT 林志傑

Because of confirmed COVID-19 cases in Chai Wan Plant, we had the problem of manpower shortage. Therefore, I volunteered to handle the filter press, conveyors and other plant cleaning work at night on top of my daytime routine tasks.

因柴灣廠房什工及磅房均有同事染疫以致人手不足，在處理我自己的日間工作外，我自願晚間加班處理濾水機、運帶及廠房的清潔工序。

CSC



KENTON SO 蘇站強

We started working from home in mid-February and were responsible for overnight shifts. At first, we had to overcome the impact of the home environment and technical support. Fortunately, with the support and understanding of our family members and joint efforts of our colleagues, we quickly overcame the difficulties.

我們由 2 月中開始需要在家工作，並要負責通宵更。最初亦要克服居家環境及技術配套的影響，幸好得到家人支持同諒解，在同事的共同努力下，我們迅速克服了困難。



APPLE DANG 鄧燕萍

After someone was diagnosed near the office, our colleagues in the center immediately evacuated to the temporary office during work, which is very unforgettable to me!

辦公室附近有人確診後，我們中心同事於工作期間立刻撤離到臨時辦公室，令我非常難忘！



BETA WONG 王衛政

The company's work-from-home arrangement for the past two months has eased my concerns about infection because my role requires frequent site visits. During the pandemic, everyone felt more care and the relationship has been strengthened.

因工作關係我要經常出入地盤，過去兩個幾月，公司的在家工作安排釋除了我對感染病毒的憂慮。大家在疫情下亦多了一份關懷，感覺更加親密。



YVONNE LAI 黎秀萍

After a colleague was infected, the company immediately arranged home office for all CS staff. The process was urgent and a bit chaotic at the beginning, but I did feel that the decision showed that staff's safety is the primary consideration of the company.

有同事確診後，公司立刻撤離同事回家工作，過程很急、開始時有些混亂，但我亦感受到公司當刻的果斷行動是以同事安全為首要考慮。



ANTHONY LEUNG 梁嘉麟

In addition to assisting CSC work assignments, I worked with the CSC Manager to appease the concerns of colleagues and maintain positive energy. Colleagues showed the spirit of mutual cooperation in the critical situation, successfully moved to the temporary office in a short period of time, and resumed normal work the next day.

除了協助CSC的工作分配，我和客戶服務經理一起去安撫同事的情緒，保持正能量。同事在危急情況下發揮互相合作的精神，在短時間順利搬到臨時辦公室，並在翌日恢復正常工作。

THE SURPRISING APPRECIATION GIFT FOR ALL STAFF

「疫」後的小驚喜——員工禮物盒



After the fight against COVID-19 fifth wave, the Company has prepared an energizing gift for all staff as a small token of appreciation. Alliance made a difference and stood out from the crowd during the crisis, it was all because of the dedication, hard work and sacrifice of different teams. As a time-tested way to say "thank you", the box was filled with delicious goodies including chocolates, Japanese melon and canned abalone. The staff were super excited opening the specially designed box and finding the delicious treats to share with their family.



成功抗擊第五波疫情後，公司特別為全體員工準備了一份神秘禮物，為員工充充電。友盟能在這次危機中脫穎而出，全賴不同團隊的專注、努力和付出。公司花了點心思，在禮物盒裡裝滿了巧克力、日本蜜瓜和罐頭鮑魚美點。打開特別設計的盒子時，員工均非常興奮，急不及待拿回家與至愛一同分享。



ALLIANCE FAMILY

友盟大家庭

New Face 新面孔



Samuel Cheng 鄭樂信

Hello everyone, this is Samuel. It is such an honour to join Alliance as a Management Trainee. I am a graduate of the University of Sussex. In terms of working experience, I had been served in a railway company for 9 years and participated in the major construction projects, namely the quarantine facilities in Penny's Bay and Tseung Kwan O - Lam Tin Tunnel. I enjoy spending my free time investing in diving, cycling and volunteering. With the enthusiasm and determination, I believe I can be a positive factor dedicated to Alliance, look forward to working with you guys!

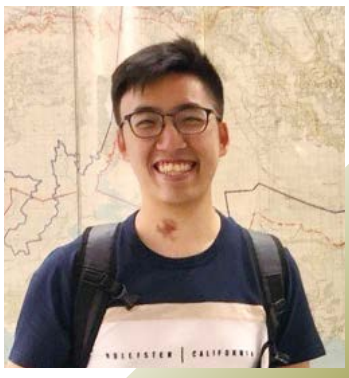
大家好！我是Samuel，很榮幸加入友盟成為管理培訓生。我畢業於英國薩塞克大學。在過去十多年的工作經驗中，我曾於鐵路公司服務9年，並參與大型基建項目包括竹篙灣隔離設施及將軍澳藍田隧道。我喜歡於工餘時間潛水、踏單車及做義工。相信我的熱情及衝勁可以為友盟帶來正面的影響，期盼跟大家一起工作！



Kim Mok 莫翹鴻

Hello everyone, it's Kim. I'm pleased to join Alliance IT Team as an Analyst Programmer in March 2022. I have been working as a web and software developer for the past few years. I look forward to bring my expertise to contribute to the digital transformation of Alliance. It's a new chapter for myself and I hope to work with you all.

大家好，我是Kim。很高興於2022年3月加入友盟擔任程式分析員。過去數年我曾任職於網頁及軟件開發。希望藉著我的知識及經驗，為友盟的數碼化進程作出貢獻。這是我的新一頁，期待與大家共事與成長。



CHAU KAI YUEN, KYLE 周啓源

Hello everyone! This is Kyle Chau. Upon graduation from The University of Hong Kong, I have been working in the construction industry. It has been an honor to be a part of the Alliance family as a Production Engineer since November 2021. I'll be contacting my fellow colleagues and external contractors to maximize our production efficiency. I see myself as a relentless problem-solver, and I'm always looking for new challenges. If you see me around, welcome to stop by and chat about coffee, basketball and sneakers.

大家好，我是Kyle。於香港大學畢業後，我便投身建築界。並在2021年11月加入友盟，擔任生產工程師，致力提升生產效能。我為人積極，樂於接受新挑戰並渴望解決各種難題。籃球、咖啡和收藏球鞋都是我的興趣，歡迎同好者互相交流！



Eric Chu Ning Fung 朱凌峰

Hi every one, I am Eric. It's my pleasure to join Alliance as Accounts Manager in concrete department in December 2021. Before joining Alliance, I have worked in sales & marketing field for 10 years in different countries. With my knowledge and experience, I believe I can create values to the company. Let's work together to achieve a better future.

大家好，我是Eric。很榮幸在2021年12月加入友盟成為混凝土部客戶經理。在加入友盟之前，我曾經在日本、馬來西亞、內地以及其他國家作長短期駐守從事市場推廣以及客戶開發工作。希望我可利用過去工作經驗，為友盟作出更多貢獻。



Ken Li 李偉強

Hello everyone, this is Ken who joined the Alliance family in April as Accounts Manager of Quarry team. I am hugely excited to be one of the members in Alliance and looking forward to working with other fellow colleagues across teams. In last couple years, I have been working in building service field, and I believe my knowledge and expertise could bring contribution to the company. Let's cross our fingers and work out a better future.

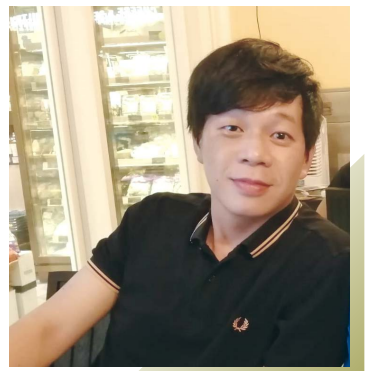
大家好，我是Ken，剛於4月加入友盟這個大家庭，於石料部擔任客戶經理。我非常高興能成為友盟的一員，並期待與不同團隊的同事一起工作。在過去的幾年裡，我一直在建築服務領域工作，我相信我的知識和專長可以為公司帶來貢獻。讓我們攜手為公司共創美好未來。



Wayne Wong 王穎麟

Hi Everyone, I am Wayne Wong who joined Alliance as a Logistics Officer in July 2022. Before joining Alliance, I have worked in different companies of the similar industries for more than 8 years. This new role in Alliance will be a new challenge for me. I love sports, especially table tennis. I am looking forward to working with you all.

大家好，我是物流團隊的Wayne Wong，剛於今年7月加入友盟擔任物流主任。加入友盟之前，我已經在這個行業的不同公司工作了8年多。在友盟的新崗位對於我來說將是另一個挑戰。工作以外，我非常喜歡運動，尤其是乒乓球。我期待著與大家一起在不同項目合作。



Alliance 360 MAGAZINE



www.concrete.hk

Tel: +852 2862 2200 Fax: +852 2529 1035 Email: enquiry@concrete.hk
1901 A, One Harbourfront, 18 Tak Fung Street, Hung Hom, HK
九龍紅磡德豐街18號海濱廣場1期19樓1901A室

