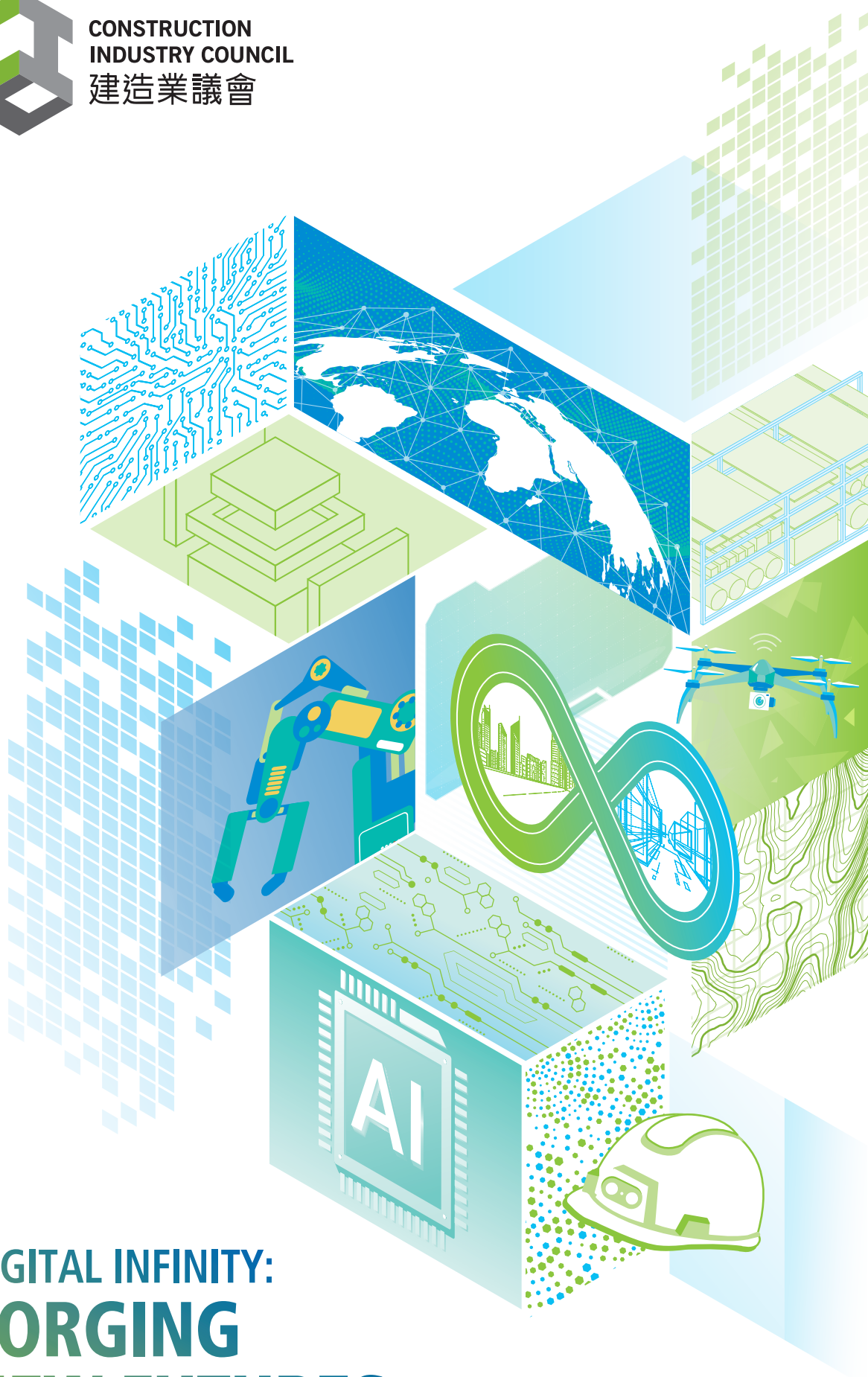




CONSTRUCTION
INDUSTRY COUNCIL
建造業議會

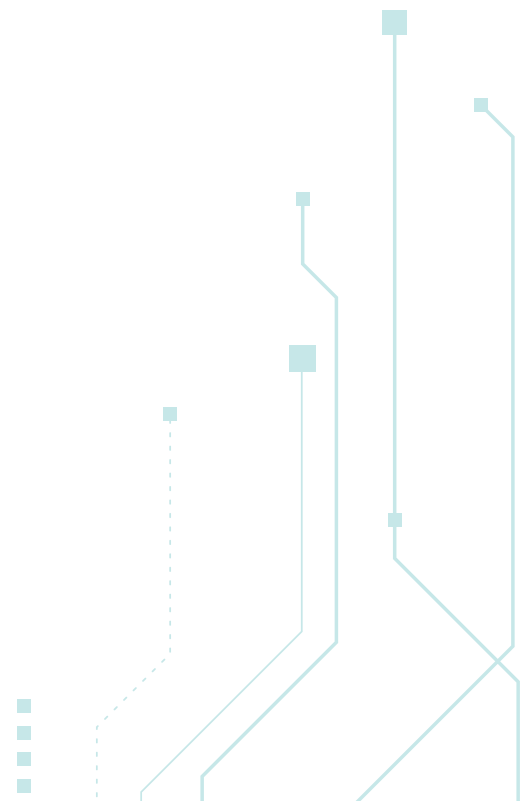


DIGITAL INFINITY: FORGING NEW FUTURES

ANNUAL REPORT 2024

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FIGURES AT A GLANCE IN 2024

Registered Specialist Trade Contractors Scheme

7,143

Registered Companies



Technically Competent Persons Registration Scheme

5,308

Registered Technically Competent Persons and Competent Person (Logging)



Site Inspection and Enforcement

1,683

Number of Site Inspections



Workers Welfare

HK\$348,000

Scholarships for Family Members of Registered Construction Workers

HK\$2,920,000

Construction Workers Professional Development Scheme



Levy Income

HK\$2,098,004,728



Number of Engaged Registered Construction Workers*

392,123

* Total number of registered construction workers is 667,603 as of December 2024

40,535

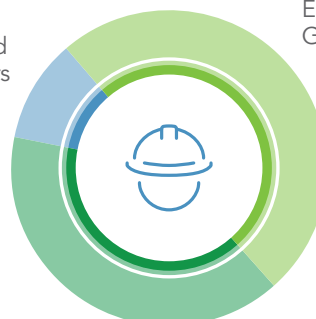
Engaged Registered Semi-skilled Workers

155,627

Engaged Registered Skilled Workers

195,961

Engaged Registered General Workers



Hong Kong Institute of Construction

Full-time Courses

3,543

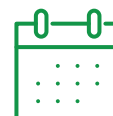
Graduates

Part-time Courses

56,466*

In-service Practitioners (man-time) Graduated

* Included 6,843 students attending courses for plant operation related certification test



Student Placement

84%

of students were successfully placed one month upon graduation



Construction Industry Council Approved Technical Talents Training Programmes

457

Graduates*

* Cumulative number of graduates



Collaborative Training Schemes*

6,436

Graduates

* Collaborative Training Schemes for training intermediate tradesmen and senior tradesmen, and Subsidised VTC construction related programmes



Visits to Hong Kong Construction Industry Trade Testing Centre

130

Visits Organised



Trade Tests



22,558

Trade Tests* Conducted

* Included civil and building construction trade tests, construction-related electrical and mechanical trade tests, certification tests for machineries and crane operation (Training Course for Persons Working on Suspended Working Platforms and Certification Course with Imbedded Certification Test for Operator of Builder's Lift) and others

Urban Forestry Support Fund – Trainee Programme



199

Approved Arborist /
Tree Risk Assessor /
Tree Work Supervisor
Trainee applications

59

Approved
Tree Climber /
Tree Climber cum
Chainsaw Operator
Trainee applications

45

Trainees completed
the trainee programme

Construction Innovation and Technology Fund

HK\$1,496,358,441

Cumulative Approved Amount

4,450

Cumulative Approved
Funding Applications

645

Cumulative Pre-approved Items

18,078

Cumulative Number of
Approved Training Places

1,297

Cumulative Beneficiaries*

* in which 786 were Small-and-Medium Enterprises which employ less than 50 persons



Supported and Sponsored Events

113

Industry Events
Supported and Sponsored

HK\$1,462,800

Total Sponsoring Amount



Visits to CIC - Zero Carbon Park

20,049

Guided Tour Visits

259,949

Visits

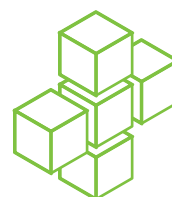


MiC Events and Visits to MiC Resources Centre

15,840

Participants Attending Events and Tours Organised by the MiC Department*

* Including MiC project and factory visits, seminars, training courses, workshops, and MiC Resources Centre tours



Construction Industry Sports & Volunteering Programme (CISVP)

61,227

Beneficiaries (man-time)

14,812

Participants (man-time) Participated in CISVP Events

793

Volunteering Services

244,322

Volunteering Service Hours

10,427

Participating Volunteers



Visits to CIC Digital Twin Hub

34,840

Participants (man-time) Attended Construction Digitalisation Events or Webinars



Construction Innovation and Technology Application Centre (CITAC)

20,555

CITAC Service Users*

* Including CITAC guided tour visitors, seminar, conference and webinar participants



HIGHLIGHTS OF THE YEAR



CONSTRUCTION INNOVATION



Global Construction Digitalisation Forum and Exhibition 2024

Co-organised by the CIC and the Development Bureau, the CIC Global Construction Digitalisation Forum and Exhibition 2024 (GCDFE) successfully concluded at the Hong Kong Convention and Exhibition Centre. The two-day event attracted over 10,000 visitors, both in person and online, as leaders and professionals convened to explore the potential of digitalisation in construction.



Global Construction Robotic Day

Building on the success of last year's Hong Kong Workshops on Construction Robots, the Global Construction Robotic Day in 2024 has evolved into an extensive two-day programme, attracting over 8,000 visits. Esteemed robotic experts, professors, and technology ventures from around the world have come together to share their expertise and offer valuable insights into the field of construction robotics.





INDUSTRY DEVELOPMENT

Smart Site Safety System Labelling Scheme

The Smart Site Safety System Labelling Scheme (4SLS) was jointly launched by the CIC and the Development Bureau in May 2024. This scheme aims to issue labels to construction sites following on-site inspections and assessments of the proper implementation of 4S, thereby promoting broader adoption of 4S in the construction industry and enhancing the safety of the working environment for site personnel.



Construction Safety Week 2024

In 2024, Construction Safety Week was held under the theme "Safety for All, 4S Stands Tall". Throughout the week, a range of events was organised, including a conference, site visits and the award presentation ceremony for the 30th Considerate Contractors Site Award Scheme. These events garnered overwhelming support from all stakeholders in the construction industry.

HIGHLIGHTS OF THE YEAR



Future Construction Excellence Programme

The inaugural Future Construction Excellence (FCE) Programme is a specialised training initiative tailored for the next generation of industry decision-makers in Hong Kong. The FCE includes a five-day Global Insights module in the United Kingdom, a three-day Regional Know-how module in the Greater Bay Area, and a two-day Local Expertise module in Hong Kong. By learning from industry experts, participants can cultivate insights and perspectives that propel the construction industry towards higher quality development.



CIC Outstanding Contractor Award 2024

The triennial CIC Outstanding Contractor Award (OCA) returned in 2024 to celebrate excellence across various sectors of the construction industry and to encourage contractors to enhance their performance. This edition featured four categories: Major Contractor, Contractor, Specialist Contractor, and the newly introduced RMAA Contractor. Additionally, awards were given for Corporate Innovation, Professionalisation, Revitalisation and ESG. With the inclusion of the Integrity Management Award in the Main Contractor category, a total of 23 awards were presented.



CIC APP

Launched in 2024, the CIC APP provides comprehensive support for construction practitioners, enabling them to access industry insights and essential safety messages anytime, anywhere. It allows users to effortlessly manage worker registrations, enhance work efficiency, and foster a culture of safety leadership.



WorldSkills Competition

The CIC sent seven representatives to participate in the 47th WorldSkills Competition, where they demonstrated the result of their rigorous training over the four-day event and won two Medallions for Excellence, marking the CIC's best result to date. The CIC also organised the 3rd Hong Kong Construction Skills Competition (Youth Group & Fundamental Group) to elevate the skill levels of industry practitioners through competitive engagement.

TALENTS

CIC Master Class Series

The CIC has been conducting Master Classes since 2022. In 2024, topics covered Digital Twin, Safety Leadership Culture, AI for Construction (including LLM) and Design for Safety, etc. These programmes enable experienced professionals to enhance their skills in digital or advanced technologies, equipping them with the top-notch expertise needed to improve productivity and safety.



Construction Youth Exchange Programme in GBA



Building on the success in 2023, the Construction Youth Exchange Programme in the Greater Bay Area (GBA) has expanded in 2024. For the first time, Mainland students were invited to visit Hong Kong. All participants took part in exchange activities to gain insights into the local industry's achievements and explored key cities in the GBA. During these visits, they engaged with construction and technology firms, universities, and cultural destinations, interacting with industry leaders throughout the process.



WELL-BEING

Construction Industry Sports & Volunteering Programme

The Construction Industry Sports & Volunteering Programme (CISVP) organises annual sports events and volunteer activities, encouraging practitioners to engage in sports and community service for physical and mental well-being, while contributing positively to Hong Kong. Signature events in 2024 included:

- Construction Industry Happy Run
- Construction Industry Basketball League
- Construction Industry Table Tennis Competition
- CIC Lo Pan Cup Dragon Boat Race
- Construction Industry Volunteer Awards Presentation Ceremony
- Construction Industry 5-a-side Football Competition
- Construction Industry Football League
- Construction Industry Sports Day and Charity Fun Day





Construction Workers Carnival

The inaugural "Construction Workers Carnival" was held in 2024 to celebrate the outstanding performances and contributions of construction workers. The event attracted over 6,000 construction workers and their families, receiving strong support from 15 industry organisations and participation from 125 organisations. The Carnival featured game booths and activities to promote construction safety and health messages, providing workers with opportunities to experience innovative construction technologies.



Construction Month

The theme of the Construction Month 2024 was "Constructing a Greener Future", emphasising the importance of safety, green construction practices and sustainable development. Comprising over 30 captivating programmes, this signature event enhanced public perception of the construction industry and raised awareness of carbon neutrality and sustainable green construction.

Construction Sector Imported Labour Quarters

The designated quarters in Tam Mi, Yuen Long, has been operated by the CIC since October 2023.

Apart from providing accommodation for imported labour, the quarters also provide services and facilities to meet the daily needs of the labour. The CIC also maintains close liaison with the employers of the imported labour for collaboration in the coordination and arrangement for meals, transportation and leisure activities for the imported labour, so as to ensure proper arrangement.



CHAIRMAN'S MESSAGE



Safety holds a special place in my heart. As we reflect on 2024, I am proud of the direction we have taken in prioritising construction safety and digitalisation, achieving a decrease in safety incidents and launching innovative programmes. Our initiatives have fostered talent development, embraced advanced technologies, and promoted a more robust safety culture. I truly believe that our collective efforts have set a promising beginning for the future development of the construction industry.

Ir Prof. HO On-sing, Thomas

Commitment to Safety and Digitalisation

2024 was designated as the "Year of Construction Safety and Digitalisation", with our objectives centred around enhancing safety protocols and integrating digital technologies into our practices. Our goals were ambitious, as we sought to foster a more robust safety culture across the industry, integrate advanced technologies into construction processes, and nurture current and future practitioners for the sustainable development of the sector.

Strengthening Safety Culture: A Steadfast Commitment

I witnessed firsthand the dedication of our industry leaders and partners as we continued to roll out

Master Classes and conduct site visits to promote visible safety leadership. Collaborating with the Development Bureau (DEVB) and implementing the Smart Site Safety System Labelling Scheme (4SLS) and advancing Frontline Personnel Safety Performance Recording System (Safety Recording Scheme) were significant steps forward. The inauguration of the Design for Safety Workshop and advancements in our safety initiatives have further exemplified our commitment to fostering a safer working environment.

In 2024, we saw a decrease in fatalities from 20 to 14, but the occurrence of near misses reminds us that our work is far from over. I am committed to striving for zero fatalities and zero accidents. Strengthening our safety culture through visible leadership, comprehensive training, and innovative safety initiatives will be crucial as we move forward, and I am continuously inspired by the dedication of our teams to make this vision a reality.

Embracing Innovative Technologies in Construction

We are poised to grasp the future of construction through the Future Construction Excellence (FCE) Programme and the Global Construction Digitalisation Forum and Exhibition 2024 (GCDFE). The FCE Programme has provided participants with immersive learning experiences alongside over 50 international experts, while the GCDFE attracted over 10,000 attendees, showcasing the vast potential of construction digitalisation and fostering invaluable discussions on technologies like Artificial Intelligence (AI) and its potential applications, Building Information Modelling (BIM) and digitalisation platforms.

The promotion of construction robotics, highlighted by the Global Construction Robotic Day, the inaugural class of S690 welding robots and the deployment of multi-functional robots in handling skim coating, grinding and painting works in construction sites, has also demonstrated our commitment to enhancing our capabilities and advancing industry development. It is exciting to see these innovations come to life, streamlining operations and improving project outcomes.

Investing in Our Workforce and Future Talent

We deeply value our frontline workers, the backbone of our industry, and are committed to their well-being. Last December, we organised the inaugural Construction Workers Carnival, attracting 6,000 construction workers and their families. Seeing the joy on their faces was a reminder of why our efforts matter. The passage of the Security of Payment Legislation further strengthened our industry's framework, ensuring fair and timely payments, especially to the workers. To nurture new talents, we are injecting fresh energy into the sector through initiatives like master-level training courses on digital technology, smart construction, and advanced

robotics, as well as our collaboration with DEVB to introduce the "Multi-Skilled" Training Programme to encourage registered semi-skilled workers and/or skilled workers to receive training of another work trade, thereby enable workers to participate in more construction projects, enhancing their employment opportunities and fully utilising their talent and skills. Our success at the WorldSkills Lyon 2024, where we won two Medallions for Excellence, stands as a testament to our commitment to cultivating the next generation of construction professionals – an achievement that brings me great pride.

Transitioning into the New "3D" Era

As we move forward, we anticipate an acceleration in transforming the conventional view of construction as "dirty, dangerous, and demanding" into a new "3D" vision encapsulated by "total digitalisation", "digital leadership", and a "data-driven knowledge base". This shift is not merely about adopting new technologies, but redefining our approach to how we design, build, and manage our environments.

Total digitalisation represents a holistic approach that encourages us to adopt a "systems thinking" mindset. By viewing the built environment as an interconnected ecosystem, we can design solutions that address infrastructure, community needs, and environmental impacts.

Digital leadership is vital for driving the changes necessary for our industry's evolution. It involves integrating innovative solutions such as artificial intelligence (AI) and Large Language Models with digital twins. I envision a future where leaders inspire their teams to adopt concepts like "Mi-infinity" with standardised and prefabricated components, unlocking new levels of efficiency and collaboration.

Establishing a data-driven knowledge base is essential for fostering innovation within our organisations. By creating an academy to share insights and leveraging AI for in-house learning, we enhance our collective expertise, and I am sure our stakeholders will see a strong return on investment.

Showcasing Professionalism: Integrated Development in the Construction Industry

Looking ahead to 2025, the industry is committed to lowering construction costs by sourcing innovative building materials and promoting the adoption of Modular Integrated Construction (MiC) and Multi-trade Integrated Mechanical, Electrical and Plumbing (MiMEP) solutions. We are determined to address multi-layer subcontracting by introducing a standardised maximum of three layers, ensuring that subcontracting truly adds value to our projects. I am particularly excited about the launch of the Frontline Personnel Safety Performance Recording Scheme to ensure compliance on safety standards and recognising good practices. We will continue to champion Design for Safety while enhancing the well-being of our workforce by providing essential amenities, such as adequate sanitation facilities which is crucial in improving retention and morale.

On a broader scale, we will seize opportunities from the Northern Metropolis and transport network developments to expedite urban redevelopment projects. Our collaboration with the Greater Bay Area will allow us to pool talents and resources effectively, fostering an era of new quality productive forces in our industry.

Major Initiatives in 2025

I am thrilled about our initiatives for 2025, including the triennial flagship event, Construction Innovation Expo 2025, scheduled for December. This event will showcase cutting-edge construction technologies from around the world. We will also establish the Centre for Future Construction to highlight emerging technologies for industry practitioners. I eagerly anticipate the second cohort of the FCE Programme, set for September 2025, as well as the commemoration of the 50th anniversary of construction training which will develop the blueprint for the next generation of Vocational and Professional Education and Training (VPET). I am confident that these initiatives will position us at the forefront of innovation and excellence in construction.

Leveraging our new "3D" vision, we have designated 2025 as the "Year of Professionalism", focusing on five key areas:

- Enhancing construction safety
- Cultivating future talents for the construction industry
- Advancing digitalisation, New Quality Productive Forces and efficiency
- Being responsible to the society and environment
- Transforming the business environment

In closing, I extend my heartfelt gratitude to our industry partners for their unwavering support of the CIC. I am confident that we will navigate the challenges ahead and build a brighter, safer, and more prosperous future for the construction industry.

Ir Prof. HO On-sing, Thomas
Chairman, Construction Industry Council

June 2025

EXECUTIVE DIRECTOR'S REPORT



Reflecting on 2024, I am reminded of T.S. Eliot's words, "Only those who will risk going too far can possibly find out how far one can go". This year has embodied that spirit as we navigated challenges and seized opportunities with resilience and innovation. Dubbed the "Year of Safety and Digitalisation", our focus on safety has not only safeguarded our workforce but has also fostered a caring culture within the industry. Digitalisation has opened new avenues for safety as well as efficiency and innovation, allowing us to improve by days with modern technologies and data. I am pleased that we made significant strides throughout 2024, which set a solid foundation for our industry's future.

Ir CHENG Ting-ning, Albert

Fostering Construction Safety Culture

Safety is the cornerstone of our industry. We recognise that safety incidents can deter young talent. In 2024, we achieved a remarkable 30% reduction in safety fatalities. Our collaboration with the Development Bureau (DEVB) on the Smart Site Safety System Labelling Scheme (4SLS) underscores our commitment to stringent safety compliance. Under this scheme, we offer more than 20 tailored 4S product packages, supported by the Construction Innovation Technology Fund (CITF) which now covers related expenses such as system upgrades and technical support since May 2024. This proactive approach empowers contractors to implement necessary safety measures, streamlining on-site checks and reducing inspection frequency by the Labour Department. As of April 2025, I am proud that we awarded the 4S Label to over 530 projects.

To promote a positive safety culture, we organised numerous events including the Construction Safety Week, where industry experts shared insights on 4S adoption. A record 417 projects participated in the 30th Considerate Contractors Site Award Scheme, with 66 construction sites recognised for exceptional safety practices. Our 2nd CIC Outstanding Contractor Award (OCA) awarded over 23 contractors excelling in safety, innovation, professionalisation, integrity management, revitalisation, and environmental, social and governance (ESG), with a 20% increase in applications compared to 2021. We also introduced a new category to honour the contributions of Repair, Maintenance, Alteration and Addition (RMAA) contractors. I am glad to see that our contractors are committed to advancing construction safety and contributing to enhancing the quality of life.

Additionally, we maintained routine activities such as the "Walk the Talk" webinar series, engaging over 300 projects and attracting more than 38,000 attendees. Our Master Classes in Safety Leadership Culture provided essential training for project directors, complemented by the release of safety publications and promotional videos to enhance industry practices.

Embracing Construction Digitalisation

Digitalisation has been pivotal for the CIC and the broader industry. A highlight of this commitment was the CIC Global Construction Digitalisation Forum and Exhibition 2024 (GCDFE). Over 10,000 physical and online visits were recorded, gathering global experts and technology ventures to explore construction digitalisation. The event also included the CIC Construction Digitalisation Award 2024, recognising nearly 30 local projects and organisations for their contribution in the promotion and adoption of digitalisation tools and workflows. The Global Construction Robotic Day displayed more than 20 cutting-edge construction robots and attracted over 8,000 visits.

To strengthen ties and explore advancements in technologies and robotics, we conducted over 45 visits to the mainland China, where we engaged with our counterparts on best practices in construction digitalisation, robotics, safety, and sustainable development. In June, we participated in the China International Exposition of Housing Industry & Products and Equipment of Building Industrialization, showcasing innovative technology solutions and products from the Hong Kong construction industry to our mainland peers. I would encourage our industry members to leverage CITF funding for technological investments, which exceeded HK\$1.49 billion in approved amounts last year. Whether through rental or purchase, these innovations can significantly enhance our construction practices.

The adoption of Modular Integrated Construction (MiC) has gained substantial traction, with Hong Kong's first residential building utilising this methodology completed off-site. This innovative methodology ensures that components are assembled efficiently, maintaining high-quality standards that justify significant investments.

Commitment to Workforce Development

We prioritise education and skill development to cultivate a talented workforce. As of December 2024, over 660,000 construction workers were registered, a 4.5% increase from 2023. Our training initiatives successfully achieved an overall enrolment of 14,701 with 18,611 graduates. Notably, our first cohort of the revamped Advanced Diploma Programme saw eight graduates enrol in various universities. I am particularly proud that two of our CIC competitors, CHOW Lok-yin from welding and FONG Chun-yin from joinery, brought home Medallions for Excellence from WorldSkills Lyon 2024 – the first time Hong Kong has achieved this in eight years, inspiring the next generation to pursue trade-oriented careers.

Our partnerships with educational institutions in the Greater Bay Area such as South China University of Technology and Guangdong University of Technology facilitated meaningful exchange programmes, enriching our training initiatives and broadening perspectives on industry best practices, including green building waste recycling, smart construction advances, and best ways to adopt latest technologies. To further enhance our appeal to younger generations, we continued our collaboration with DEVB on the "Design for Future, Build for Life" publicity campaign, aiming to dispel stereotypical misconceptions towards the industry and attract fresh talent to our sector.

Facilitating Streamlining and Self-Certification for Efficiency

In 2023, in representation of industry stakeholders, we proposed a self-certification framework enabling qualified professionals to verify regulatory compliance, streamlining processes and enhancing efficiency. With DEVB's support and our ongoing strategic efforts, we fostered collaboration among the government and industry stakeholders to explore 18 self-certification topics, encompassing areas such as foundation works, building materials, drainage and safety inspections, and environmental compliance, while promoting the mindset for successful implementation.

Throughout 2024, in collaboration with DEVB, government departments and industry stakeholders, we achieved notable milestones, including the introduction of a time pledge system to expedite approvals, conducting joint workshops to improve project execution, as well as holding stakeholder and pre-inspection meetings to streamline procedures. I am pleased to share that in November 2024, self-certification measures were outlined in the Government Workplan on Streamlining Development Control 2025. The CIC will continue to support these measures and explore new opportunities to drive efficiency and professionalism across the sector.

Advancing ESG Initiatives

ESG practices are crucial for sustainable growth. Last year, we launched Smart Waste Management Tool and organised extensive webinars and engagement sessions. We also published "Decarbonisation Directions for Hong Kong Construction Industry" leaflet, offering insights into clean energy adoption, waste management, and high productivity construction.

To ensure the well-being of frontline workers, we advocated for improved facilities, including access to clean toilets and adequate rest areas. Our ongoing commitment to community engagement was apparent through our Construction Industry Sports & Volunteering Programme (CISVP), achieving over 240,000 service hours and benefitting more than 60,000 persons in 2024, earning us the Outstanding Non-commercial Organisation Award from the Agency for Volunteer Service's Hong Kong Volunteer Award.

Internally, I am immensely proud that we received the Grand Prize for Excellence Award from Hong Kong Management Association in 2024, a reflection of our commitment to quality standards and governance.

Year of Professionalism

Looking ahead, we are designating 2025 as the "Year of Professionalism". Our goals include elevating safety and quality standards. A key initiative will be the Frontline Personnel Safety Performance Record Scheme, aimed at improving site safety and reducing accidents. We will also support DEVB in implementing the "One Examination, Multiple Certification" arrangement, promoting high-quality industry development, strengthening cooperation and enhancing the training quality of the construction industry within the Greater Bay Area.

In the Financial Secretary's 2025-26 Budget, with the DEVB's support, we will allocate approximately HK\$250 million for talent development and the promotion of construction safety. This includes HK\$174 million to train around 2,900 young talents, jointly allocated funding with DEVB totally about HK\$95 million to continue the provision of the on-the-job training subsidies benefitting about additional 1,000 students in construction-related degree programmes, and HK\$26 million for construction safety initiatives.

2025 also marks our 50th anniversary of construction training, coinciding with the opening of the Centre for Future Construction in Kowloon Bay. This centre will advocate digitalisation in the industry, fostering knowledge exchange and collaboration.

To improve the business environment, we will provide guidance on the Construction Industry Security of Payment Ordinance and promote the New Engineering Contract to foster stakeholder cooperation. The Registered Specialist Trade Contractors Scheme will enhance corporate visibility and expand business opportunities.

2025 will see a number of major events. The Construction Industry Outstanding Young Person Award will recognise and encourage young professionals. The Construction Innovation Expo will highlight groundbreaking technologies and industry practices, while the Construction Robot Competition and Exhibition will highlight latest advancements in construction robotics.

I extend my heartfelt gratitude to all council, board, committee and task force members for their valuable advice and contributions and the entire CIC team for their unwavering dedication and hard work, and to all stakeholders: clients, consulting firms, contractors, subcontractors, workers, and frontline personnel, who contribute to making our industry safer and more prosperous. I am confident that our collective effort in exemplifying professionalism will continue to transform our industry for the better.

Ir CHENG Ting-ning, Albert
Executive Director, Construction Industry Council

June 2025

MEMBERSHIP OF CIC

(For the new term starting from 1 February 2025)



1 Ir Prof. HO On-sing, Thomas

Chairman, Construction Industry Council
Chairperson, Executive Committee

2 Prof. CHAN Ping-chuen, Albert

3 Ar. Marvin CHEN

Chairperson, BIM Certification and Accreditation Board

4 Prof. CHENG Chin-pang, Jack

Chairperson, Committee on Building Information Modelling
and Construction Digitalisation

5 Ir CHEUNG Chi-kong, Victor

6 Sr HO Kwok-kwan, Thomas



7 Ir HUNG Cheung-shew, Danny

8 Ir KAN Jun

9 Mr. KWOK Hing-wun

10 Ir LAU Chun-kit, Ricky
Permanent Secretary for Development (Works)

11 Ir LAW Tik-ko, Dominic

12 Ir LEUNG Hung-wai, Daniel
Representing Permanent Secretary for Housing

13 Ar. LEUNG Wai-kin, Clarence
Chairperson, Committee on Environment and Sustainability

MEMBERSHIP OF CIC



14 Ir LEUNG Wing-kee, Ricky
Chairperson, Committee on Construction Business Development and Productivity

15 Ir LIU Sing-pang, Simon
Chairperson, Construction Industry Training Board

16 Mr. MA Hok-ming, Kevin
Chairperson, Investment Task Force

17 Mr. MOW Tai-hing

18 Mr. NG San-wa, Lawrence
Chairperson, Construction Workers Registration Board

19 Ir Prof. SIT Wing-hang, Alfred



20 Ir TONG Ka-hung, Edwin
 Convenor, Objections Board
 Chairperson, Committee on Registered Specialist Trade Contractors Scheme
 Chairperson, Management Committee on Construction Innovation and Technology Fund

21 Mr. TSE Wang-yu

22 Mr. WONG Siu-han, Rex
 Chairperson, Committee on Construction Safety

23 Ir Prof. YOUNG Meng-Cheung, Andrew

24 Ir YU Chen-on, Emil

25 Mr. HO Chun-hung
 Director of Buildings

RETIRED CIC MEMBERS

(Retired on 31 January 2025)



Sr LAM Kin-wing, Eddie



Mrs. LO LEE Oi-lin

CURRENT CHAIRPERSONS OF MANAGEMENT BOARDS



Mr. FU Chin-shing, Ivan
Chairperson, ZCB Management
Board



Ir KWONG Ka-sing, John
Chairperson, Construction Innovation
and Technology Application Centre
Management Board



Mrs. LO LEE Oi-lin
Chairperson, Hong Kong Institute of
Construction Management Board

About the Construction Industry Council

The Construction Industry Council (CIC) was formed in 2007 under the Construction Industry Council Ordinance (Cap. 587). The CIC consists of a chairman and 24 members representing various sectors of the industry including employers, professionals, academics, contractors, workers, independent persons and Government officials.

The main functions of the CIC are to forge consensus on long-term strategic issues, convey the industry's needs and aspirations to the Government, provide professional training and registration services, and serve as a communication channel between the Government and the construction industry.

Please visit

www.cic.hk | 

for further details.

CIC Functions

Under Section 5 of the Construction Industry Council Ordinance, the CIC has the following functions:

- 1 to advise and make recommendations to the Government on strategic matters, major policies and legislative proposals, that may affect or are connected with the construction industry, and on matters of concern to the construction industry;
- 2 to reflect to the Government the construction industry's needs and aspirations;
- 3 to elevate the quality and competitiveness of the construction industry by promoting the ongoing development and improvement of the industry;
- 4 to uphold professionalism and integrity within the construction industry by promoting self-regulation, formulating codes of conduct and enforcing such codes;
- 5 to improve the performance of persons connected with the construction industry through establishing or administering registration schemes or rating schemes;
- 6 to advance the skills of personnel in the construction industry through planning, promotion, supervision, provision or coordination of training courses or programmes;
- 7 to encourage research activities and the use of innovative techniques and to establish or promote the establishment of standards for the construction industry;
- 8 to promote good practices in the construction industry in relation to dispute resolution, environmental protection, multi-layer subcontracting, occupational safety and health, procurement methods, project management and supervision, sustainable construction and other areas conducive to improving construction quality;
- 9 to enhance the cohesiveness of the construction industry by promoting harmonious labour relations and the observance of statutory requirements relating to employment, and by facilitating communication among various sectors of the industry;

ABOUT THE COUNCIL

- 10 to serve as a resource centre for the sharing of knowledge and experience within the construction industry;
- 11 to assess improvements made by the construction industry through the compilation of performance indicators;
- 12 to make recommendations with respect to the rate of the levy imposed under this Ordinance;
- 13 to conduct or finance educational, publicity, research or other programmes relating to occupational safety and health, environmental protection or sustainable development in the construction industry; and
- 14 to perform any other functions relevant to the construction industry, including those functions conferred or imposed on it by or under this Ordinance, the Construction Workers Registration Ordinance (Cap. 583) or any other enactment.

Under Section 6 of the Construction Industry Council Ordinance, the supplementary functions of the CIC are:

- 1 to provide training courses for the construction industry;
- 2 to establish and maintain industrial training centres for the construction industry;
- 3 to assist, including by the provision of financial assistance, in the placement of persons who have completed training courses provided for the construction industry;
- 4 to assess the standards of skills achieved by any person in any kind of work involving or in connection with the construction industry, to conduct examinations and tests, to issue or award certificates of attendance or competence, and to establish the standards to be achieved in respect of any such work.

THE COUNCIL AND ITS COMMITTEES

(up to 31 December 2024)



**CONSTRUCTION
INDUSTRY COUNCIL**
建造業議會

Executive Committee

Audit Committee

Construction Industry Training Board

Construction Workers Registration Board

Objections Board

Committee on Building Information Modelling and Construction Digitalisation

Committee on Construction Business Development and Productivity

Committee on Construction Safety

Committee on Environment and Sustainability

Committee on Mainland Affairs

Committee on Registered Specialist Trade Contractors Scheme

Committee on Repair, Maintenance, Alteration and Addition

Construction Industry Council Youth Affairs Committee

Construction Industry Sports & Volunteering Programme Committee

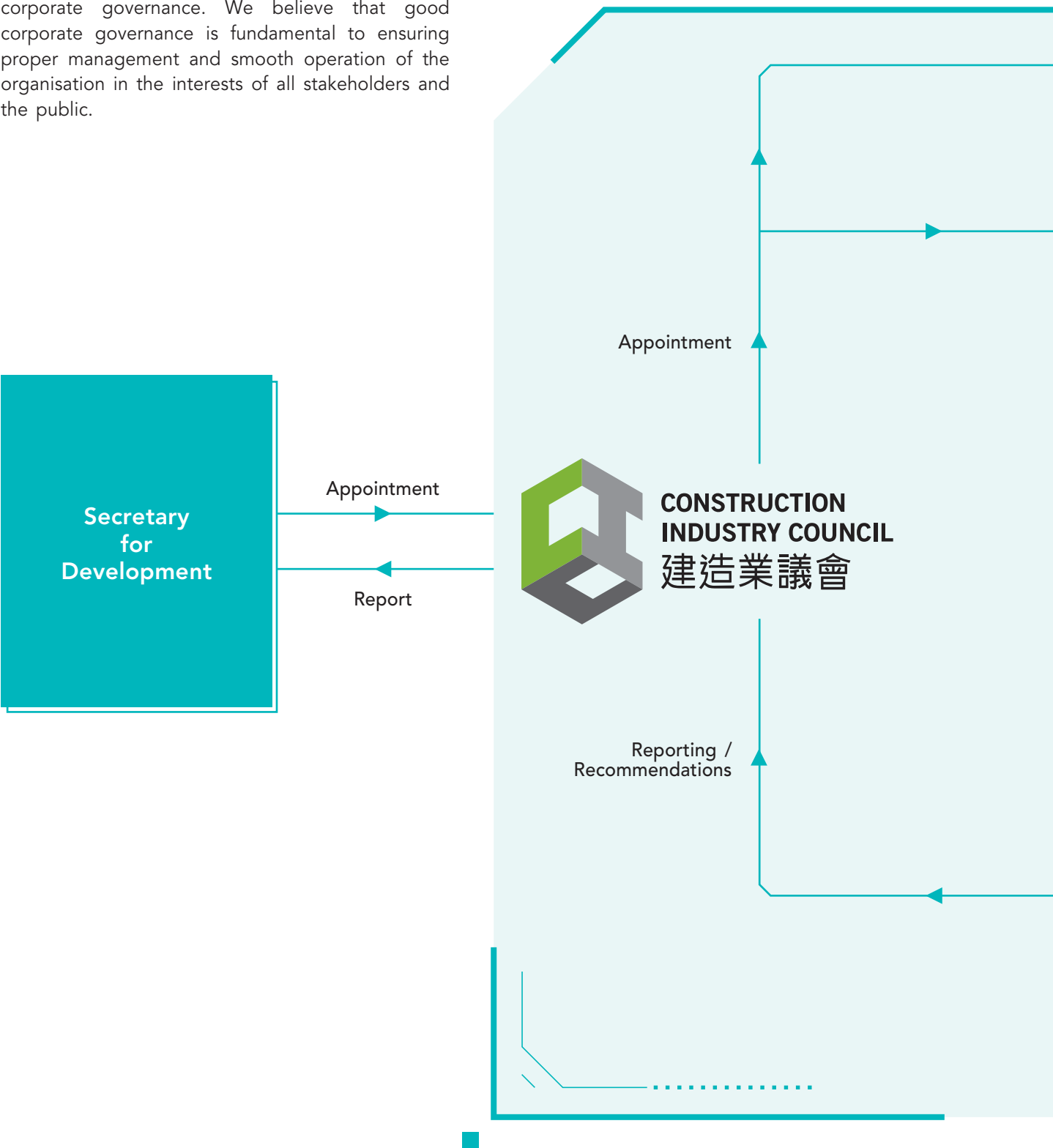
Construction Innovation and Technology Application Centre Management Board

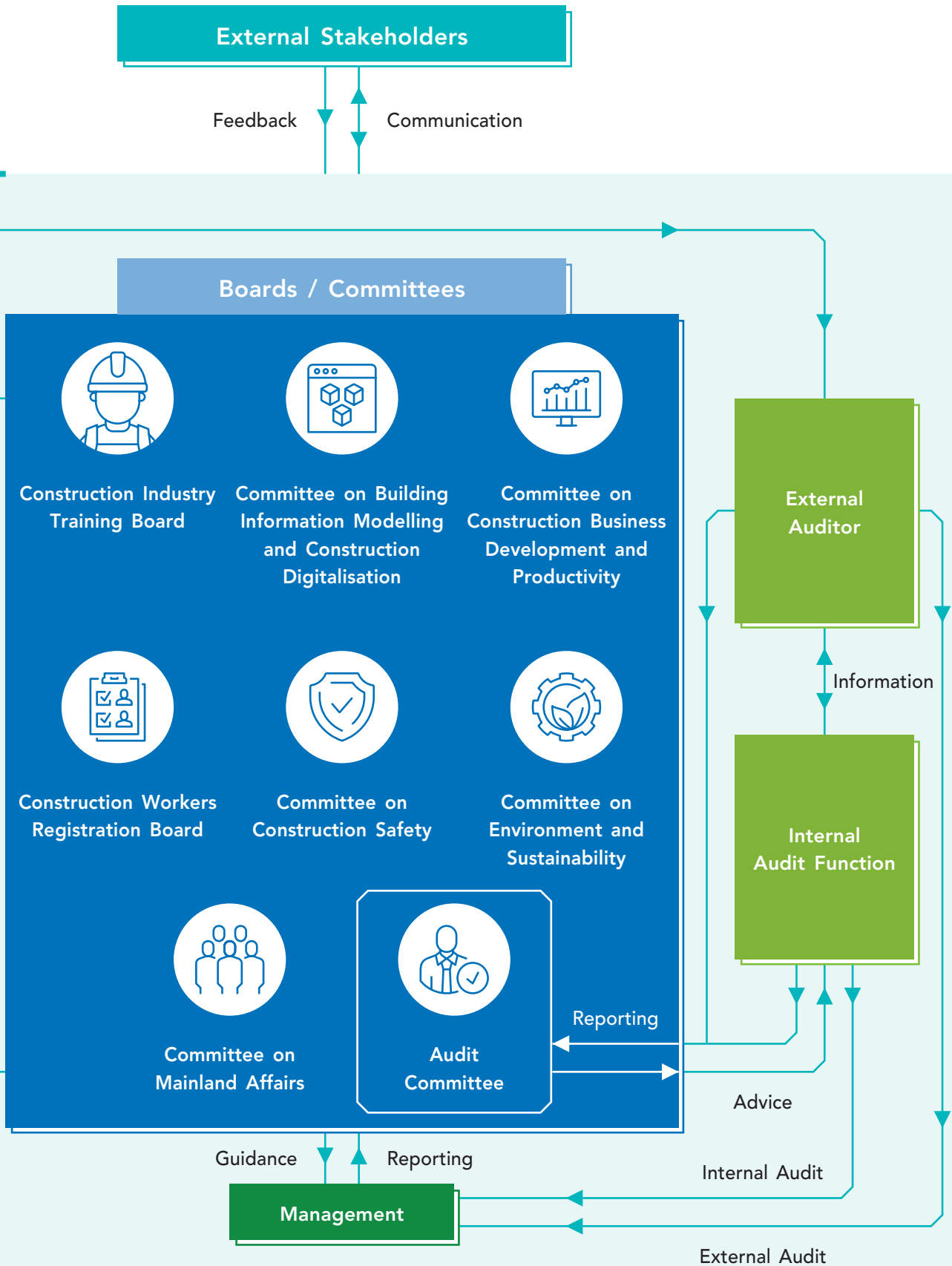
Management Committee on Construction Innovation and Technology Fund

Zero Carbon Building Management Board

Corporate Governance Structure

The Construction Industry Council (CIC) is firmly committed to maintaining high standards of corporate governance. We believe that good corporate governance is fundamental to ensuring proper management and smooth operation of the organisation in the interests of all stakeholders and the public.





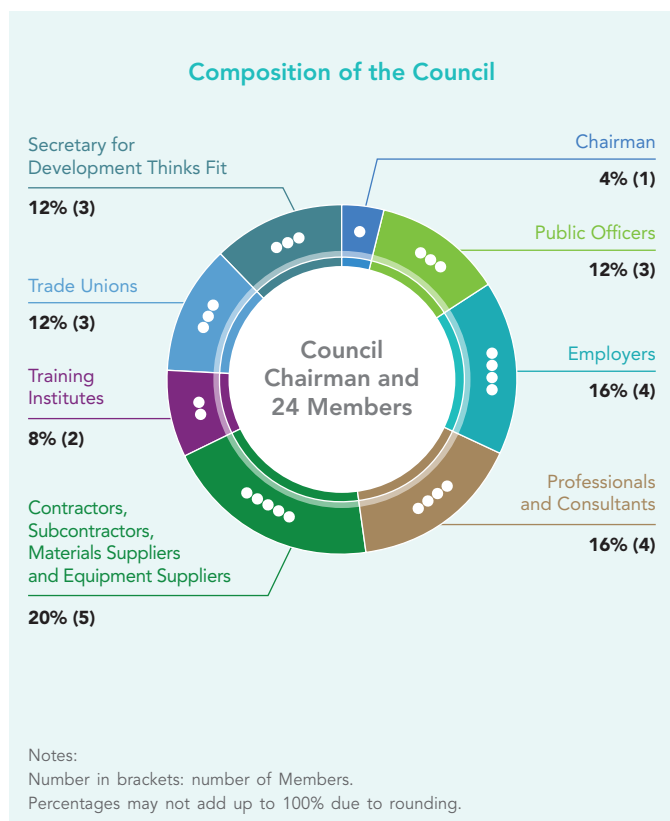
The Council, Statutory Boards and Industry Development Committees

Structure and Composition

The Council

The Chairman of the CIC and its 24 Members are appointed by the Secretary for Development, generally for two years each term. They may serve the CIC continuously for up to six years. The composition of the Council is governed by Sections 9 to 12 and Schedule 2 of the Construction Industry Council Ordinance (Cap. 587) (CICO), as follows:

- not more than three public officers;
- not more than four persons who represent employers;
- not more than four persons who represent professionals or consultants;
- not more than five persons who represent contractors, subcontractors, materials suppliers or equipment suppliers;
- not more than two persons who represent training institutes, academic or research institutions;
- not more than three persons from trade unions representing construction workers; and
- not more than three persons the Secretary for Development thinks fit to be a Member.



Statutory Boards

Apart from the Council, there are five Statutory Boards established under the CICO and the Construction Workers Registration Ordinance (Cap. 583) (CWRO), namely

- the Objections Board;
- the Construction Industry Training Board;
- the Construction Workers Registration Board;
- the Construction Workers Qualifications Board; and
- the Construction Workers Review Board.

Industry Development Committees

In overseeing the performance of the CIC, pursuant to Section 15 of the CICO, the Council has established a number of Boards and Committees to assist the CIC in executing and managing its various core businesses and functions. Upon such division of responsibilities, the Council concentrates on strategic issues, direction planning, policy making, corporate governance and the long-term development of the industry. The five major Industry Development Committees are:

- Committee on Building Information Modelling and Construction Digitalisation;
- Committee on Construction Business Development and Productivity;
- Committee on Construction Safety;
- Committee on Environment and Sustainability; and
- Committee on Mainland Affairs.

In addition to the Boards and Committees, a number of subcommittees, task forces and working groups are also formed to assist the relevant Boards/Committees to focus on specific issues and carry out respective tasks for better performance of the CIC's functions.

Appointment

To ensure connectivity and to strengthen communication, the Chairpersons of Boards/Committees are, as far as possible, Council Members, while the subcommittees/task forces/working groups are chaired by the respective board/committee members, unless special expertise is required from outside parties. Council Members may indicate their preference to join up to three committees in general.

The appointment mechanism of the Industry Development Committees was revamped in 2018. To add in new blood and to rejuvenate the composition of the Industry Development Committees, a new category "Young Member" was introduced in 2021 to appoint suitable personnel under 40 years old when appointed. The appointment mechanism was further enhanced in 2024 by capping the

percentage of Council Members on each Industry Development Committee at 50% to ensure a balanced representation with both Council Members being familiar with CIC operations and stakeholders possessing relevant industry knowledge and expertise. Under the established mechanism on selecting and appointing new members to the Committees, the CIC will invite relevant construction industry-related bodies to nominate candidates in order of priority. The candidates' suitability will be assessed by their expertise, previous contributions to the industry and/or CIC task forces, their willingness to serve, and the needs of the CIC, etc. The Council Chairman, in consultation with the individual Committee Chairpersons, will propose the list of Committee Members for the Council's approval, with due consideration given to Council Members' indicated preferences and nominations received.

Via mirroring the Council and capping Committees' members to a maximum of 18, the enhanced appointment mechanism would enable the Committees to be more representative of the industry, allowing an integration of views from representative sectors and enabling more youthful elements to contribute to Committee work while forbidding monopolisation by particular institutions as non-Council members would normally serve a maximum of four years. This mechanism also encourages members to advise from a macro, instead of a sectoral perspective. They enable the CIC to benefit from a wide range of experience and a variety of independent perspectives. In addition to sufficient diversity, wider representation and better integration, it also exemplifies cross sector collaboration. To proactively respond to the fast-moving and dynamic nature of the environment, an in-house rule for adjusting the maximum number of Members on each Industry Development Committee was introduced in 2024, subject to approval by the Council, to enhance flexibility while upholding the principles of the appointment mechanism. In addition, to ensure seamless transition and uninterrupted operation of the Industry Development Committees during the change of term, the normal end date of their Chairpersons and Members' term of service has been changed from 31 January to 30 April starting from 2024.

Members of the Construction Industry Training Board and the Construction Workers Registration Board are appointed in accordance with the relevant sections of the CICO/CWRO. The CIC reviews the Board appointment mechanisms from time to time to enhance its representativeness and effectiveness. Following the launch of the Registered Specialist Trade Contractors Scheme in April 2019, the number of registered specialist trade contractors has grown rapidly. The Council in December 2021 approved both Boards to expand the invitation list from 2022 to include nominations from organisations with representatives from registered specialist trade contractors/trade unions. At the same time, the same expansion has been extended to the invitation list for nominations to the Industry Development Committees. In addition, as the construction

industry develops and evolves with time, the challenges faced by industry stakeholders are also becoming more diverse and multi-faceted. Given the constraints on Board composition (restricted by category and maximum number of members), the CIC approved the appointment of advisors in 2022 to help in broadening the views received from industry stakeholders as well as getting more expertise from sectors currently unrepresented on the Board in resolving problems. In 2024, the CIC further extended the appointment of advisors to the five major Industry Development Committees. As a control mechanism, the maximum number of advisors shall not exceed half of the quorum of the board or committee.

Modus Operandi of the Council

Apart from the regulatory requirements on meeting procedures of the Council and the Statutory Boards, the CIC Boards and Committees at large adopt the following key features on meeting procedures as a good practice of corporate governance:

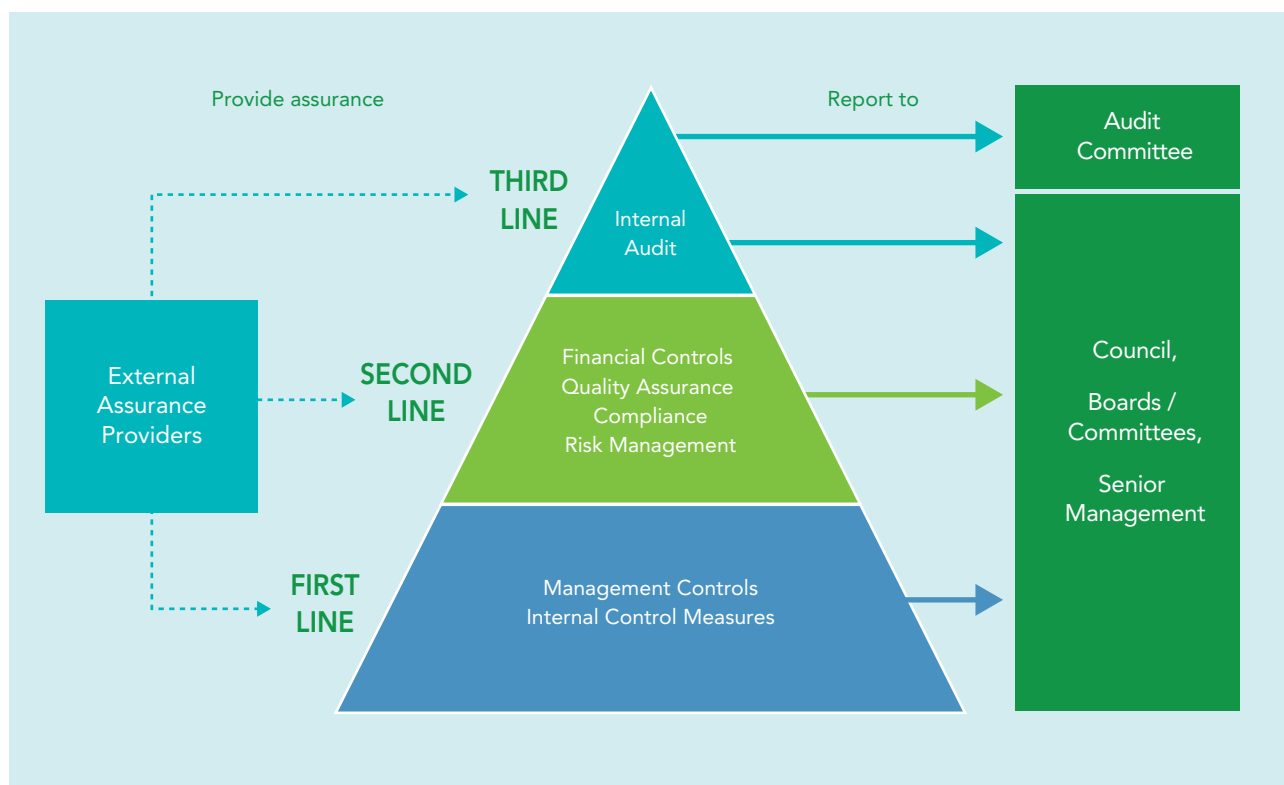
- 1 The Council and the Executive Committee hold bimonthly meetings, while Boards and Committees meet at least quarterly (except for the Objections Board, Construction Workers Qualifications Board and Construction Workers Review Board, which hold meetings as and when necessary).
- 2 Attending meetings by video conferencing is arranged for Members who cannot join the meeting in person.
- 3 The annual meeting schedule is set at the end of the previous year to allow Members to reserve time to attend.
- 4 Notice of Meeting is issued to Members at least 14 calendar days before the meeting. Members are provided with the Agenda and Papers at least seven calendar days before the meeting is convened.
- 5 The draft meeting Agenda is prepared by the responsible Secretariat, subject to endorsement by the Executive Director and approval by the Council Chairman / Board / Committee Chairperson.
- 6 Except for Committees of which the Executive Director is a member, the Executive Director and senior management attend the meetings to present the papers and provide further information and explanations on the issues where appropriate. However, they have no voting rights and shall not influence the decision-making process. The management of the CIC, under the leadership of the Executive Director, will follow up on the execution of the strategic directions set by the Members and report progress from time to time.
- 7 Members are required to sign the attendance sheet at the meeting. Meeting attendance and proceedings are documented in the Minutes recorded by the relevant Secretariat.

- 8 The draft Minutes prepared by the Secretariat should be ready around seven calendar days after the meeting for consideration by the senior management and Chairman/Chairperson. The Minutes and discussion points of each agenda item are circulated to Members no later than 21 calendar days after the meeting for comment. The Minutes are reviewed and confirmed in the subsequent meeting. In addition, for the Council and the Executive Committee meetings, an action list of issues/matters that require immediate attention would be developed by the Secretariat for the management of relevant departments/business units to follow up in a timely manner.
- 9 Minutes of the meetings (except those of the Executive Committee, Audit Committee, Objections Board and the closed-door sessions of meetings of the Council) are uploaded to the CIC website for the public's reference.
- 10 Members are required to declare conflicts of interests, if any, before the commencement of discussion of the related agenda item(s) in question. These declarations and the actions taken, such as a Member abstaining from participating in the discussion of the concerned item(s), will be recorded in the Minutes and kept in a register of the relevant Secretariat.
- 11 Members have access to relevant expertise to help discharge their responsibilities upon obtaining proper approval where appropriate, e.g. consultants will be invited to present and explain their recommendations in separate sessions before the Council meeting to allow more time for questions and detailed discussions.
- 12 The quorum required by the Council meetings and Statutory Boards meetings is specified in the CICO and CWRO respectively. At a meeting of the Council, a quorum is not less than half of its members. The quorum for a Construction Industry Training Board meeting is not less than six members, while a Construction Workers Registration Board meeting requires a quorum of 10 members. For a meeting of the Construction Workers Qualifications Board, the quorum is seven members, and the quorum for a Construction Workers Review Board meeting is four members.

A "Starred Discussion Paper" system was introduced in 2018 to facilitate prompt handling of approval matters and efficient processing of discussion papers at meetings. For routine and straightforward matters presented in a Starred Discussion Paper, approval by Members is assumed, unless Members choose to raise comments and/or enquiries during meeting. Since the implementation of this system, meetings have been conducted in a smoother, more timely and effective manner.

Risk Management and Internal Controls

Risk management is integrated into the CIC's strategic planning process and its daily operations. With the growing complexity of operations and the increasing expectation of the industry on the CIC's services, the governance and control measures of the CIC have been strengthened in the recent years, with the following Three Lines of Risk Management structure in place:



FIRST LINE	<p>Operational management is responsible for maintaining effective internal controls on a day-to-day basis. Internal policies and procedures are established and documented in the CIC's operation manuals. All divisions and departments are required to conduct regular reviews on their operational manuals and ensure staff's compliance with internal operational policies and procedures.</p> <p>Operational management reports, including areas with control deficiencies, if identified, and rectifying measures and controls, are compiled on a regular basis.</p>
SECOND LINE	<p>Financial control, quality assurance, compliance and risk management functions are in place to ensure proper internal controls over daily operations (i.e. the First Line of Risk Management).</p> <p>A team of experienced staff with accounting expertise and relevant qualifications is responsible for the financial reporting and accounting functions.</p> <p>By an integrated top-down and bottom-up risk review process, risk items in CIC are identified and prioritised for monitoring by different levels of management according to the risk levels. An open and effective communication channel is created to ensure controls of top risks, timely reporting of emerging risk exposures and formulating relevant mitigation measures.</p> <p>CIC maintains a corporate level risk register and a departmental level risk register and these are reviewed and updated periodically under the risk management mechanism. Under the mechanism, views from all managerial staff are solicited to identify top tier risks and cross department risks the CIC is facing. Forums and/or interviews facilitating the discussion of strategies to manage the identified potential risks are held where appropriate. The risk management mechanism lays down a defined way to assess risks and increase the awareness of staff in relation to risk management.</p>
THIRD LINE	<p>The Internal Audit Department is responsible for reviewing the effectiveness of governance, risk management and internal controls in the first two Lines of Risk Management. The Department is comprised of staff with professional qualifications and has unhindered access to operational information for executing its duties.</p> <p>Through a risk-based audit approach, the Department assesses the effectiveness of internal controls of CIC across key business processes. The Committee of Sponsoring Organisations of the Treadway Commission (COSO) Framework is also adopted to assess the five major components of internal controls, namely control environment, risk assessment, control activities, information and communication, and monitoring activities.</p> <p>The Department, with the assistance of an external vendor specialising in internal audit, conducts internal audit exercises according to the annual internal audit plan approved by the Audit Committee. Findings are discussed and confirmed with the senior management and reported to and considered by the Audit Committee, to ensure the highest level of independence and objectivity.</p>

External Assurance Providers

External auditors and regulators outside of the CIC provide additional assurance to the CIC's stakeholders. For instance, the Hong Kong Council for Accreditation of Academic and Vocational Qualifications provides quality assurance to the Qualification Framework recognised programmes of the Hong Kong Institute of Construction. In addition, senior management meets regularly with the ICAC Corruption Prevention Department to uphold the leading practices and measures in corruption prevention, especially on the new business or operations of the CIC.

Internal Audit

The Internal Audit functions, as specified in the "Internal Audit Charter" of the Internal Audit Operation Manual, include:

- developing a flexible annual audit plan using risk-based methodology covering reviews of key controls, including financial, operational and compliance controls and risk management functions. The main focus is on accountability, compliance and efficiency;
- implementing the annual audit plan as approved by the Audit Committee, including special tasks or projects requested by the management and the Audit Committee and performing compliance reviews with the laid down policies, procedures and requirements;
- discussing with the management and the Audit Committee the adequacy of the CIC's internal controls in the areas of corporate governance, information systems and security, and related significant findings and recommendations, together with the management's responses to resolve the issues or improve the processes;
- ensuring the endorsed recommendations from the audit report are completed by the management in a timely manner; and
- reporting to the Audit Committee and/or the senior management directly for any major issues encountered in relation to the internal audits.

Mechanism of Complaints Handling

To maintain public accountability, the CIC has established various communication channels with internal and external stakeholders and always welcomes their feedback. Substantive complaints showing dissatisfaction against the CIC or our staff members will be timely handled and thoroughly investigated in accordance with the established Complaint Handling Policy and Procedures. Any non-compliance and inefficiency found in the provision of services will be followed up by the relevant management on service enhancement measures and further reported to the Audit Committee.

Ethical Culture

A high level of integrity is essential to the organisation's continued success and long-term advancement. The CIC is strongly committed to upholding the principles of fairness, honesty, integrity and impartiality in conducting its business and discharging its functions.

Code of Conduct for Members

Sections 6 and 7 under Schedule 3 and Section 8 under Schedule 4 of the CICO lay down the provisions on disclosure of interests of members and keeping of a relevant register. CIC's Code of Conduct for Members (the Code) sets out the standards of conduct and behaviour, while the Policy on Disclosure of Interests of Members (the Policy) spells out the declaration and handling of conflicts of interests for observance by Members. To uphold public trust and protect public interests, upon acceptance of appointment, Members of Council/Boards/Committees are required to accept and abide by the Code and the Policy, and declare any conflicts of interests in compliance with the stipulated requirements. Newly appointed Council Members are given briefings and a bilingual Information Booklet for Council Members to familiarise them with the CIC's corporate governance structure and the work of the CIC.

Code of Conduct for Staff

For CIC staff, the Code of Conduct (the Code) is in place to set out the basic standard of conduct and other relevant policies which all staff are expected to understand and observe in the daily discharge of their duties. The Code, which is reviewed periodically to ensure compliance with the Prevention of Bribery Ordinance (Cap. 201) and the best practices promulgated by the Independent Commission Against Corruption (ICAC), covers the areas of acceptance of advantages, conflicts of interests, use of organisation's assets and resources, confidentiality of information, outside work, workplace behaviour, etc.

All staff are required to read and sign their understanding of and compliance with the Code, the Personal Data (Privacy) Policy and relevant Standard and Procedure, Document Retention Policy, Declaration of Conflict of Interest, seeking approval for outside work, etc. when they first join the CIC, as well as at the beginning of each year. Staff are also reminded to check and update their personal information on the Human Resources Management System to ensure their accuracy. Announcement will also be issued to staff on regular basis, in particular prior to major festivals such as Mid-Autumn Festival, Christmas, Lunar New Year, etc. reminding them on CIC Policy on Anti-Bribery.

Compliance Training for Staff

The CIC is fully committed to the principles of honesty, integrity and fair play and attaches much importance to protecting a person's right to privacy in relation to personal data. We provide an equal opportunity environment when delivering services to the general public. To keep our staff updated on the latest development of the relevant ordinances and to refresh their knowledge in these aspects on a regular basis, the following trainings are arranged. Professionals and representatives of relevant statutory bodies are invited to conduct the following trainings on regular basis throughout the year:

- Safety;
- Cybersecurity;
- Prevention of Bribery Ordinance;
- Equal Opportunities Legislation; and
- Personal Data (Privacy) Ordinance.

All new staff are required to attend these training as soon as they arrive on board and on a compulsory basis. To strengthen the protection of personal data privacy and the CIC's cybersecurity and enhance staff's awareness, all staff are required to attend training on "Protection of Personal Data Privacy" and "Protection of Cybersecurity" annually on a compulsory basis, while staff are also encouraged to attend other training to update their knowledge.

Corporate Governance Framework

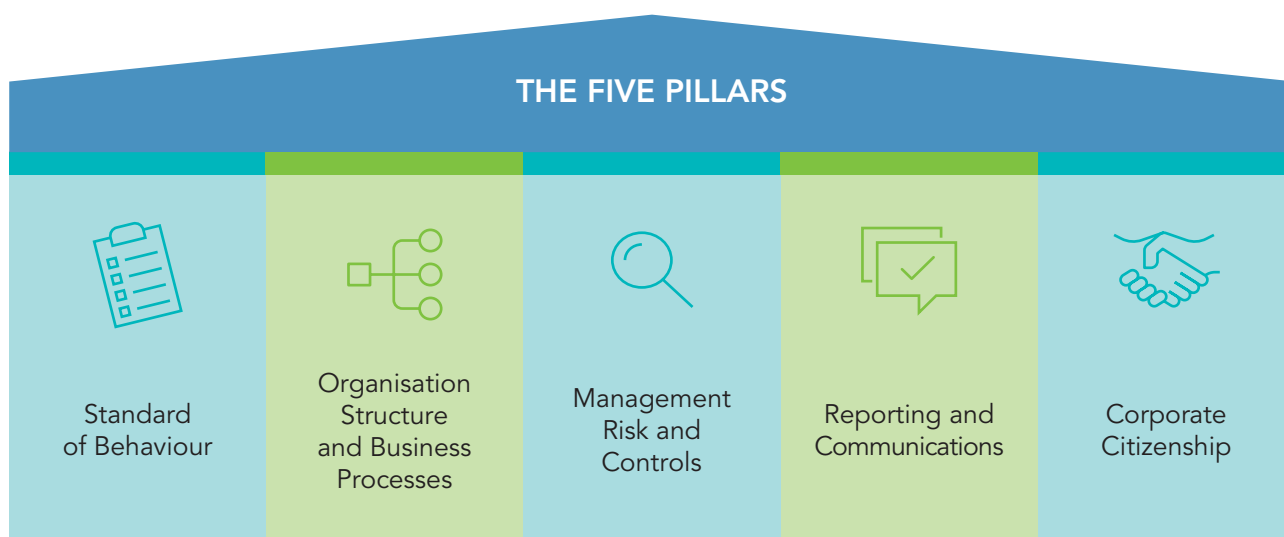
As a statutory body, the CIC is committed to operating in an open and accountable environment so as to provide our stakeholders and public with services that are of value for money. The CIC trusts a defined corporate governance framework can:

- contribute to the effective performance of the roles of the CIC;
- serve to maintain the trust built on the CIC by the public regarding the use and stewardship of levies collected and other assets which the CIC is entrusted; and
- enhance stakeholders' confidence that the CIC upholds the best quality services with the highest ethical standards.

The CIC's corporate governance framework is established with reference to the following:

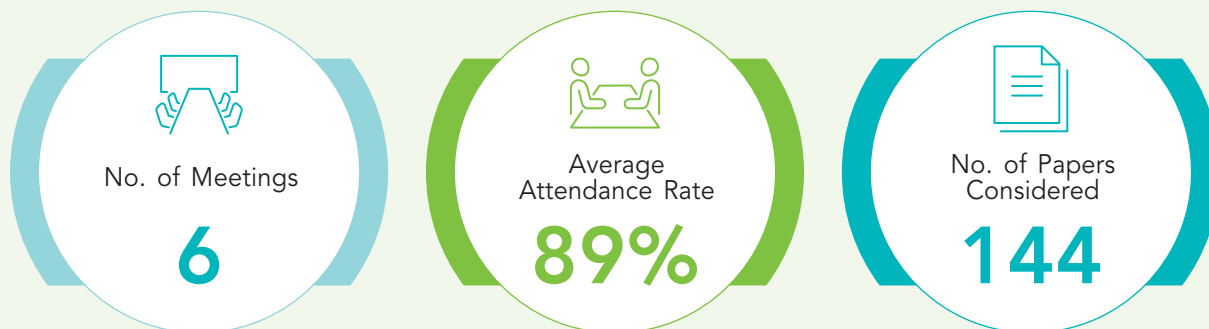
- Corporate Governance Code and Corporate Governance Report issued by the Hong Kong Exchanges and Clearing Limited;
- Corporate Governance for Public Bodies – A Basic Framework published by the Hong Kong Institute of Certified Public Accountants; and
- Good Governance and Internal Control in Public Organisations issued by the Independent Commission Against Corruption.

In pursuit of its Vision and Mission, the CIC's corporate governance framework is supported by the Five Pillars:



Summary of Work Done in 2024

Council



Major Work Plans

The CIC formulates its annual Major Work Plans and publishes the information in the form of bilingual booklets. The Major Work Plans consist of the initiatives, action plans, timeline and the expected deliverables of individual departments of the CIC. The senior management will review their work progress at regular intervals during the year, and assess the final output and performance of the responsible departments against the work plans at the end of the year. Moreover, to enhance transparency and openness, the booklets of Major Work Plans will be distributed to various government departments, stakeholder organisations, industry associations/unions and training institutions. The "CIC 2024 Major Work Plans" were published in March 2024.



CIC 2024 Major Work Plans

CIC Fellows

The CIC Fellows, composed of retired Council Members, retired Chairpersons of major Boards/Committees and retired Executive Directors, was officially set up in 2021. It serves as a high-level advisory organisation for the benefit and future development of the construction industry as well as a platform to maintain friendship and facilitate the exchange of information among stakeholders on industry knowledge, experience and new technology updates. Dr. CHAN Ka-kui, the former CIC Chairman, is the Convenor. Different functions, site tours and social gatherings are organised every year to solicit advice and support for the CIC where necessary.



Annual Event of the CIC Fellows

An initiative called the “CIC Members cum Fellows Visit (MFV) Programme” commenced in early August 2022. Under this programme, both existing Council Members and CIC Fellows are invited to visit different premises / facilities of the CIC. Each visiting group is consisted of one to two incumbent Council Member(s) and one to two CIC Fellows. The visiting groups are invited to record their observations and give corresponding recommendations / improvement suggestions to the CIC. Three visits were conducted in 2024. A sound mechanism is in place to monitor the follow up actions taken by the responsible department(s) / business unit(s).



MFV Programme – a visit to the HKIC - Sheung Shui Campus

The “CIC Fellows Sharing” was introduced in 2023 to form part of the whole-person development which the Hong Kong Institute of Construction’s (HKIC) advocates. In 2024, four sharing sessions were organised for the HKIC students, providing the students with the opportunity to learn from the experiences and insights of the CIC Fellows who had made significant contributions to the construction industry. The sharing sessions are a valuable platform for the students to gain knowledge about the industry and its challenges and opportunities as well as to network with industry professionals.



CIC Fellows Sharing - Ir POON Lock-kee, Rocky at Sheung Shui Campus

Significant matters considered/resolved

Standard of Behaviour

It states the expectations on Members’ and staff’s behaviour. Compliance with the CIC Code of Conduct, Prevention of Bribery Ordinance and Code of Conduct for Personnel in the Construction Industry is expected.

- 1 On 5 February 2024, an orientation session was conducted and the Information Booklets for Council Members were distributed to the Council Members who were newly appointed in 2024.
- 2 To uphold public trust and protect public interests, all Members of the Council/Boards/Committees appointed in 2024 have accepted and agreed to abide by the Code and the Policy, and to declare any conflicts of interests in compliance with the stipulated requirements.
- 3 Before the commencement of each Council Meeting, the Chairman will remind Council Members to declare any conflicts of interests on items discussed at the meeting. This will be properly documented and appropriate actions will be taken where deemed necessary.

Organisation Structure and Business Processes

It illustrates the functions and operations of the CIC with clearly defined roles and responsibilities as well as reporting structure.

- 1 Appointment/re-appointment of Chairperson/ Members to the Construction Industry Training Board and the Construction Workers Registration Board
- 2 Establishment of Adviser appointment mechanism to the major Industry Development Committees
- 3 Enhancements to the appointment mechanism for the Industry Development Committees
- 4 Optimising the List of Specified Bodies of the Committee on Registered Specialist Trade Contractors Scheme
- 5 Revising the Procurement Manual of the CIC

Risk Management and Controls

It aims at analysing factors which may hinder the CIC from achieving its vision and mission. There is internal audit, statutory audit as well as budgeting and financial management to direct the appropriate behaviour. A dedicated risk management mechanism is established to lay down a defined way to assess risks.

- 1 Formulating a risk-based internal audit plan
- 2 Developing the Whistleblowing Policy
- 3 Organising training sessions on Personal Data Privacy for all staff
- 4 Organising training sessions on cybersecurity for all staff

Reporting and Communications

This pillar delineates the external and internal reporting requirements to ensure a timely disclosure of information for management decisions and compliance with regulatory requirements.

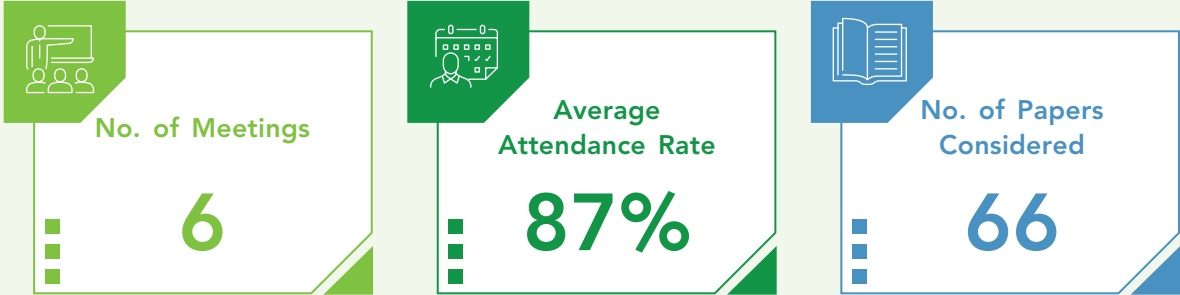
- 1 To maintain communication efficiency, progress reports of major Boards and Committees were submitted to the Council on a regular basis to ensure work progress and high-level strategic issues were brought to the attention of the Council in a timely manner
- 2 Report on CIC Sponsorship Applications for industry events held in 2024
- 3 Report on CIC Members cum Fellows Visit (MFV) Programme in 2023
- 4 Implementation of the roadmap towards Zero Carbon at the CIC – Zero Carbon Park
- 5 Finalisation of the CIC – Zero Carbon Park Business Plan 2025
- 6 Formulation of the Focus Areas of 3-Year Strategic Plan for the CIC
- 7 Finalisation of the 2025 Major Key Performance Indicators of the CIC

Corporate Citizenship

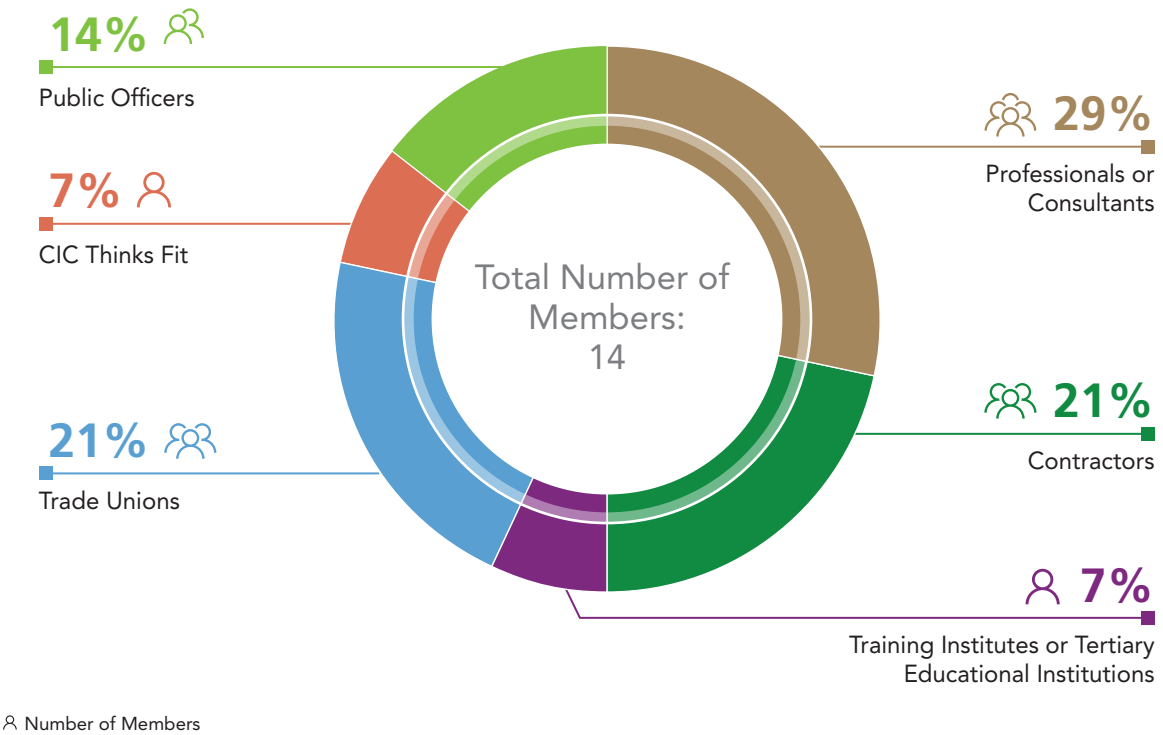
Corporate citizenship is embedded to demonstrate the CIC's commitment to contribute to build a caring society. There are three main areas, namely "Environment", "Charitable Activities" and "Volunteerism".

- 1 Launch of the "Energising Programme", encouraging full-time staff to take part in activities related to "environment", "charitable activities" and "volunteerism"
- 2 Promotion of low carbon living and sustainability
- 3 Continuing to promote participation in charitable activities and volunteer services

Construction Industry Training Board

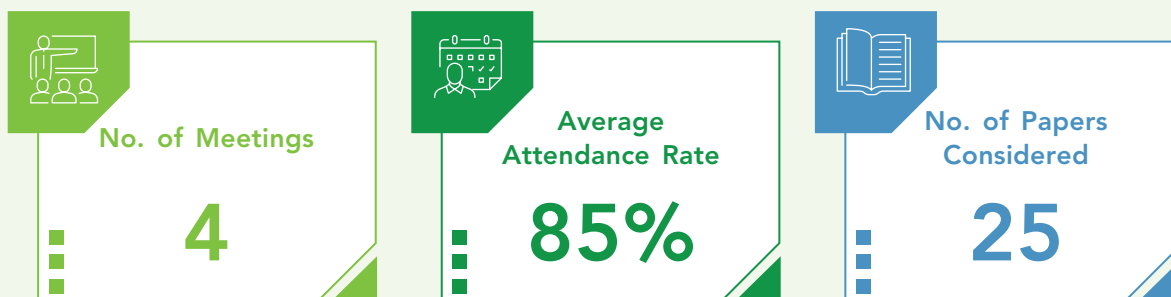


Board Diversity

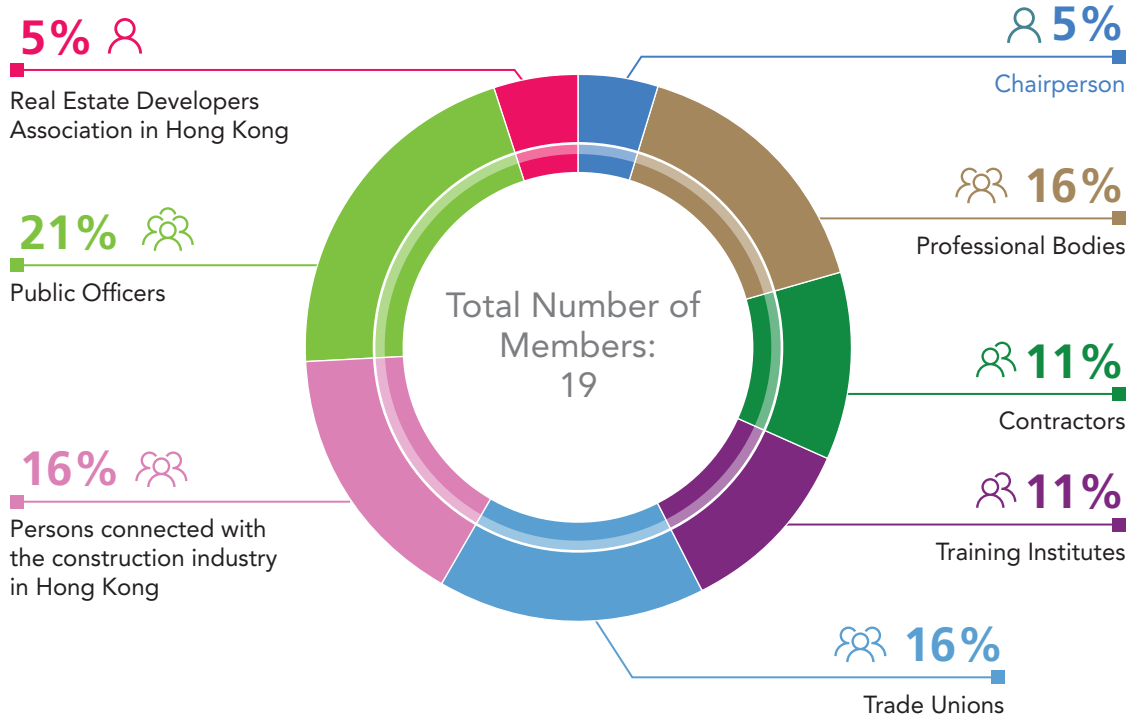


(as at 31 December 2024)
Percentages may not add up to 100% due to rounding.

Construction Workers Registration Board



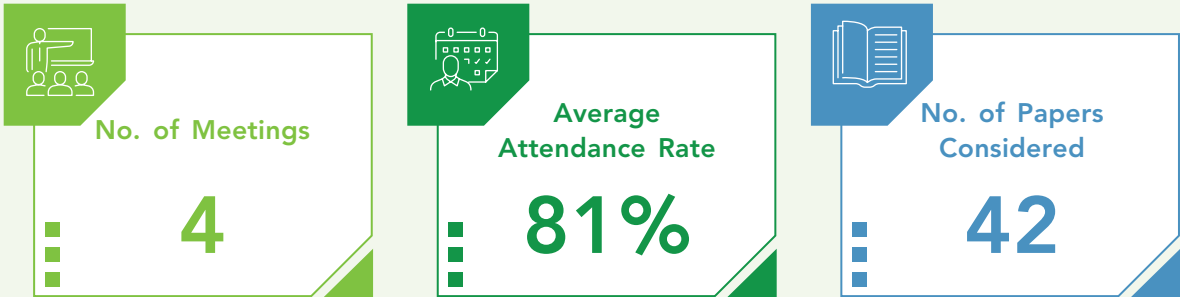
Board Diversity



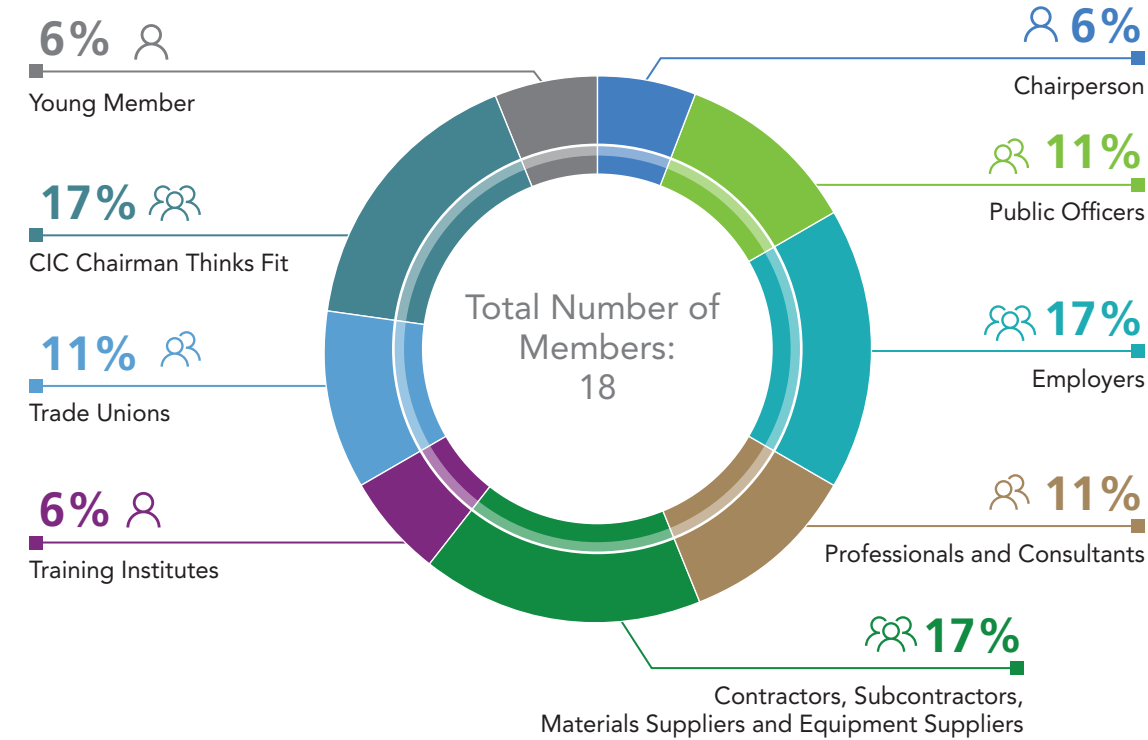
(as at 31 December 2024)

Percentages may not add up to 100% due to rounding.

Committee on Building Information Modelling and Construction Digitalisation

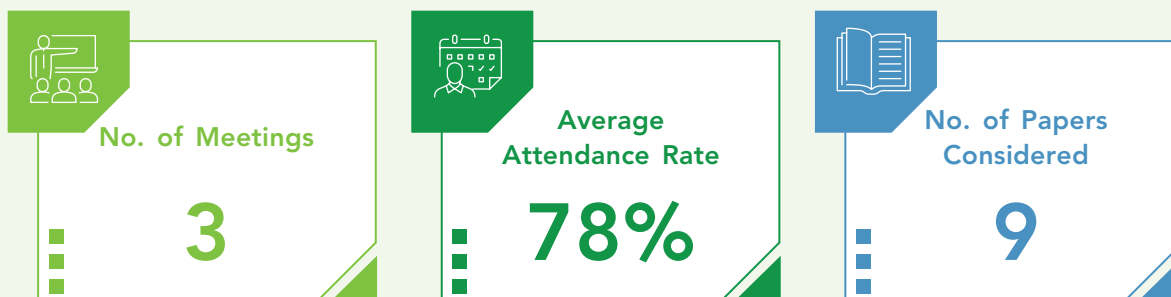


Committee Diversity

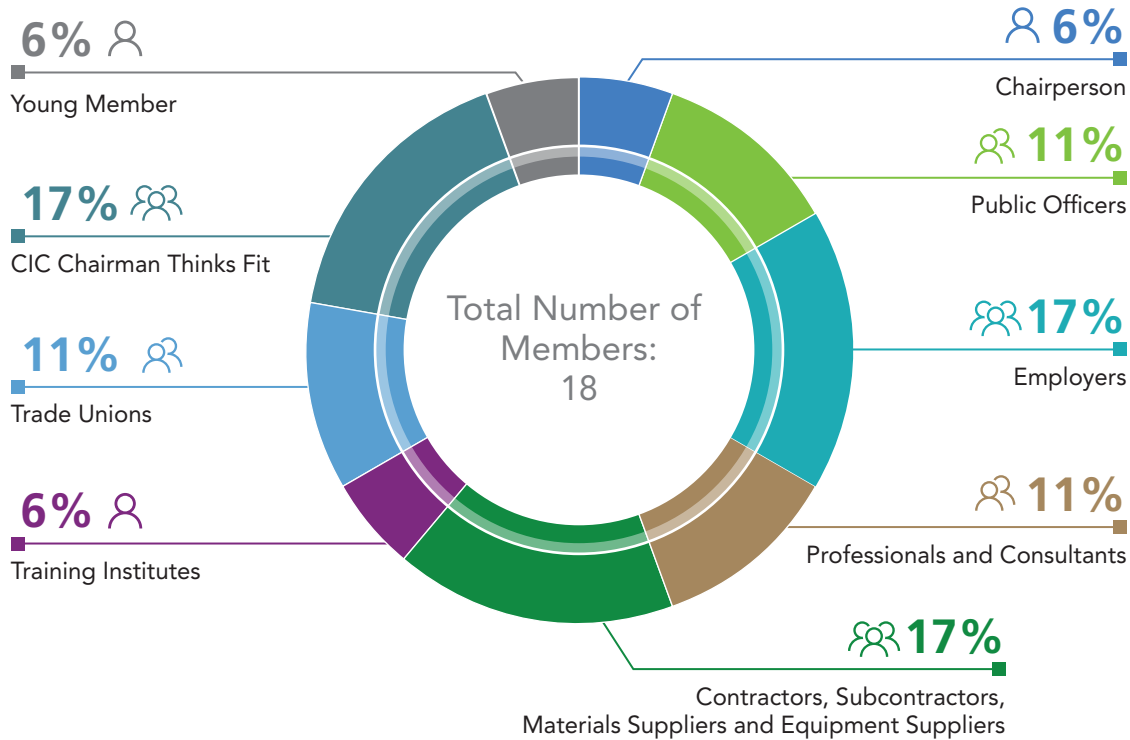


(as at 31 December 2024)
Percentages may not add up to 100% due to rounding.

Committee on Construction Business Development and Productivity



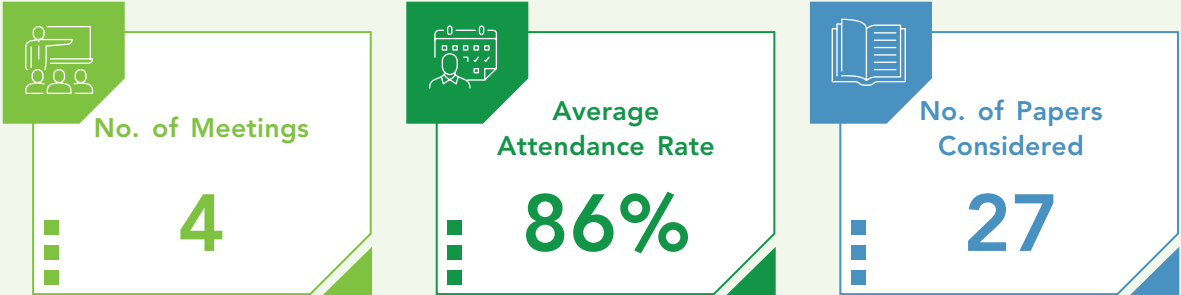
Committee Diversity



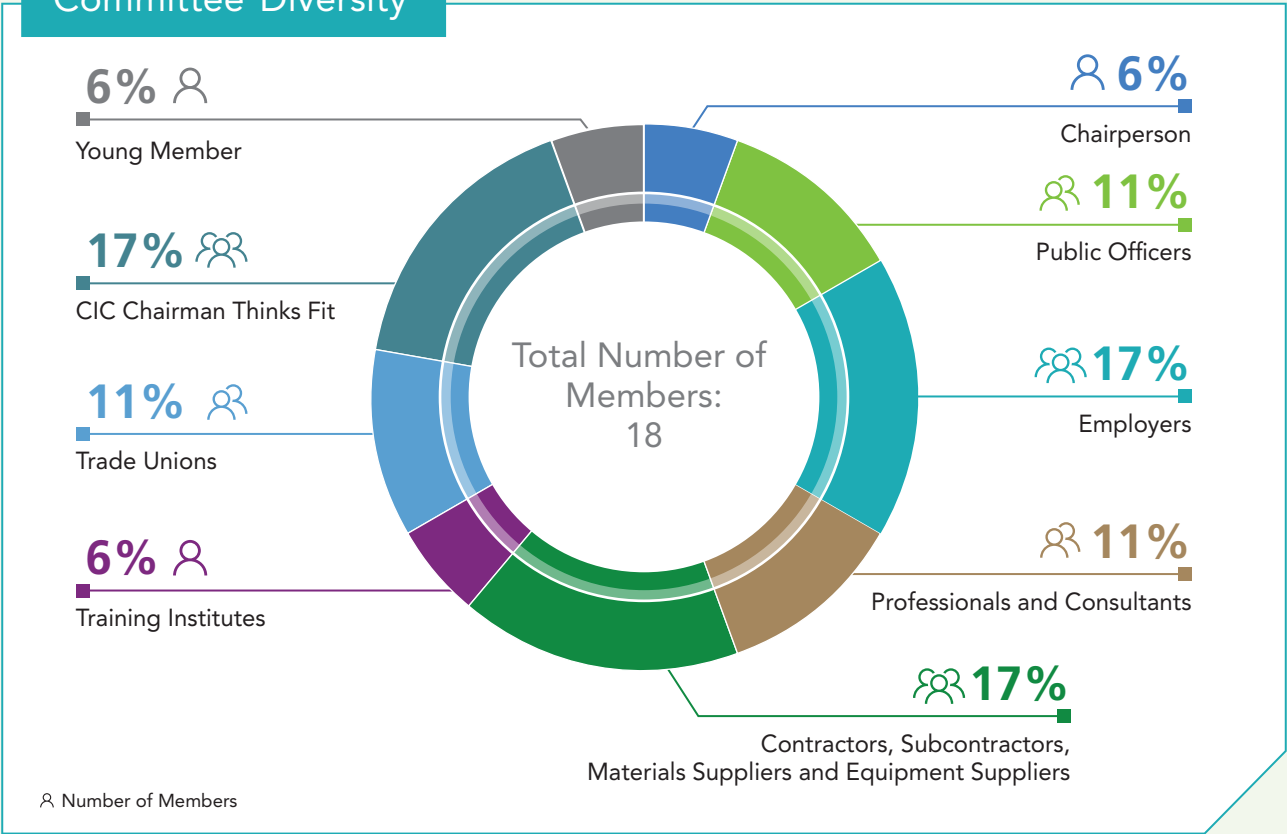
(as at 31 December 2024)

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Committee on Construction Safety

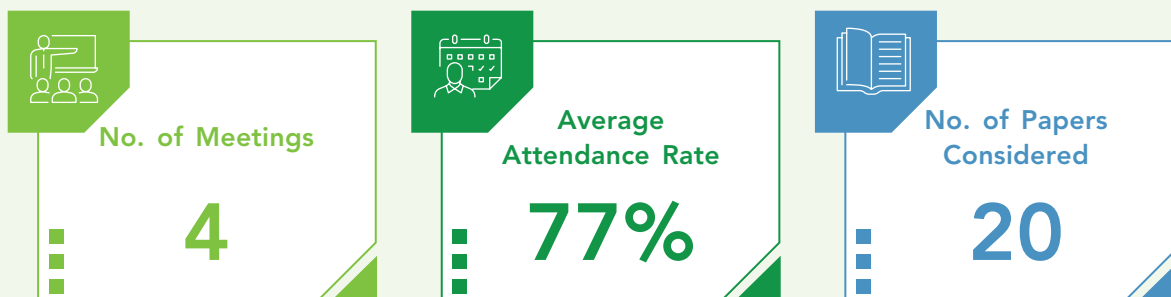


Committee Diversity

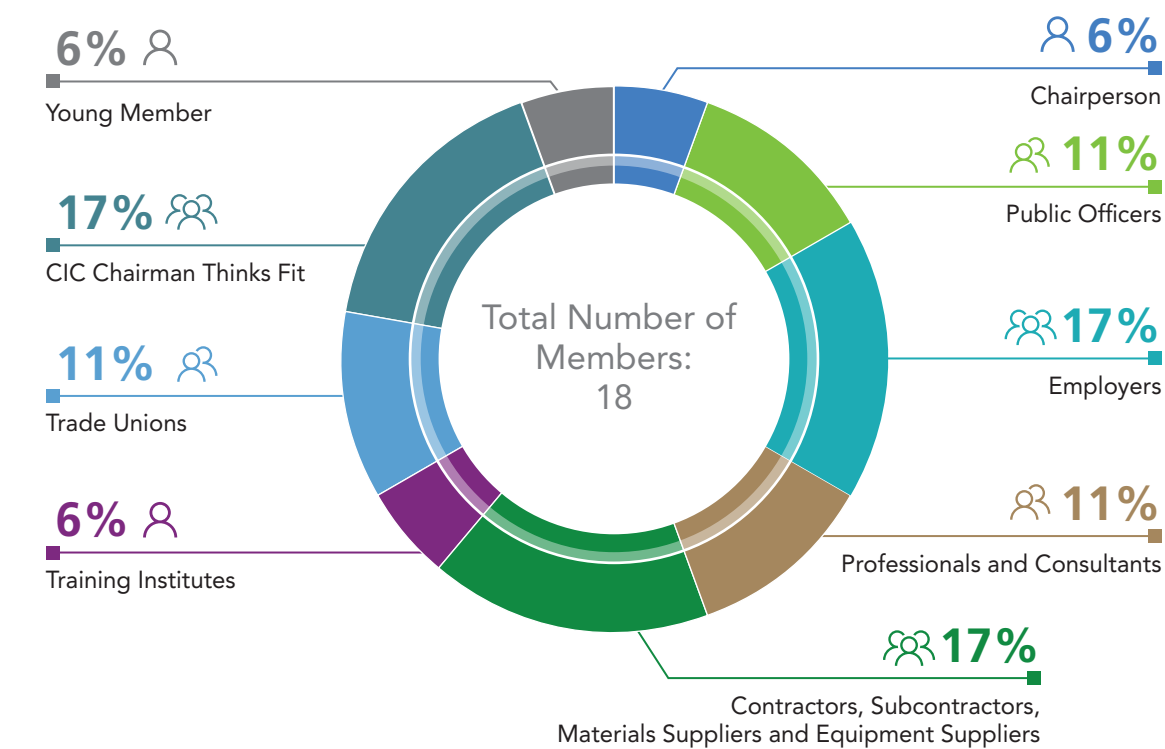


(as at 31 December 2024)
Percentages may not add up to 100% due to rounding.

Committee on Environment and Sustainability



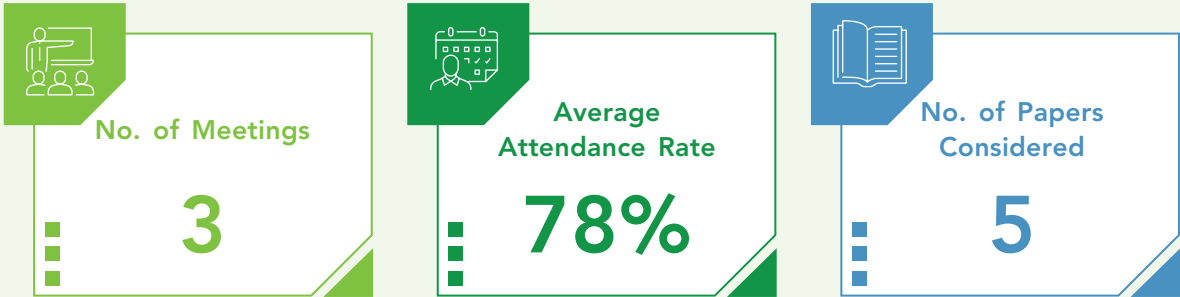
Committee Diversity



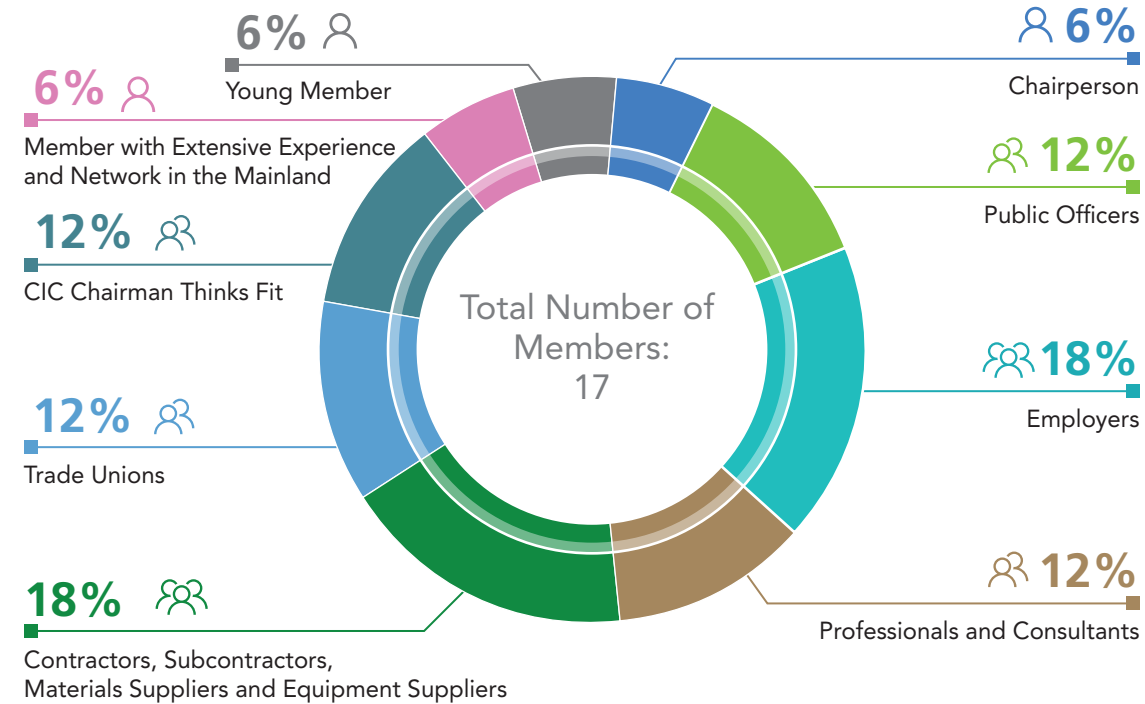
(as at 31 December 2024)

Percentages may not add up to 100% due to rounding.

Committee on Mainland Affairs



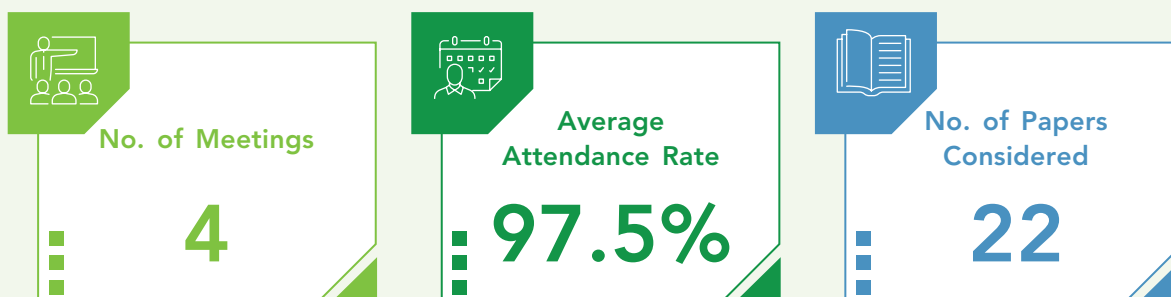
Committee Diversity



⋈ Number of Members

(as at 31 December 2024)
Percentages may not add up to 100% due to rounding.

Audit Committee



Committee Diversity

20%

A representative of the Development Bureau

20%

Chairperson

20%

An officer with extensive experience in corporate governance and / or internal audit from a stakeholder of the construction industry

20%

CIC Council Member

20%

An officer with extensive experience in corporate governance and/or management from a stakeholder of construction industry

Total Number of Members:
5

Number of Members

(as at 31 December 2024)

Percentages may not add up to 100% due to rounding.

Meeting Attendance

Council Members' Attendance in Various Meetings in 2024

		Council	Com-EXE	Com-BIM & CD	Com-CBD & PRO	Com-CSY	Com-E&S	Com-MA	Com- RSC	Com- AUD
CHAIRMAN										
1	Ir Prof. HO On-sing, Thomas	6/6	6/6							
MEMBERS										
2	Mr. CHAN Kim-kwong ⁽¹⁾	N/A				1/1 ⁽¹⁰⁾			4/4 ⁽¹¹⁾	
3	Ar. Marvin CHEN	6/6					1/1 ⁽¹⁰⁾	1/3		
4	Prof. CHENG Chin-pang, Jack	5/6	5/6	4/4		1/1 ⁽¹⁰⁾				
5	Ir CHEUNG Chi-kong, Victor	5/6			2/3		2/3 ⁽⁹⁾		2/4 ⁽¹¹⁾	
6	Prof. CHUNG Kwok-fai ⁽¹⁾	N/A		0/1 ⁽¹⁰⁾						
7	Sr HO Kwok-kwan, Thomas	6/6					1/1 ⁽¹⁰⁾	3/3	4/4 ⁽¹²⁾	
8	Ir HUNG Cheung-shew, Danny	5/6			2/3	3/3 ⁽⁹⁾			2/4 ⁽¹²⁾	
9	Ir KAN Jun	5/6					3/4	3/3		
10	Mr. KWOK Hing-wun	6/6					0/3 ⁽⁹⁾			
11	Sr LAM Kin-wing, Eddie	5/6	6/6							
12	Ir LAU Chun-kit, Ricky	6/6 ⁽⁵⁾	6/6 ⁽⁸⁾							
13	Ir LEUNG Hung-wai, Daniel ⁽²⁾	5/5 ⁽⁶⁾			2/3 ⁽⁷⁾	4/4				
14	Mr. LEUNG Kin-man, Stephen ⁽³⁾	1/1 ⁽⁷⁾								
15	Ar. LEUNG Wai-kin, Clarence	4/6	4/4 ⁽⁹⁾				4/4			
16	Ir LEUNG Wing-kee, Ricky	5/6	6/6		3/3				3/4 ⁽¹²⁾	4/4
17	Mr. LI Tat-wai ⁽¹⁾	N/A				0/1 ⁽¹⁰⁾				
18	Ir LIU Sing-pang, Simon	6/6	6/6		3/3					
19	Mrs. LO LEE Oi-lin	6/6								
20	Mr. MA Hok-ming, Kevin	6/6					3/3 ⁽⁹⁾	3/3		3/3
21	Mr. MOW Tai-hing	6/6				4/4				
22	Mr. NG San-wa, Lawrence	5/6			2/3	3/3 ⁽⁹⁾				
23	Ir POON Lock-kee, Rocky ⁽¹⁾	N/A	2/2 ⁽¹⁰⁾							
24	Ir SUM Pang-tuen, Barry ⁽⁴⁾	N/A		1/1 ⁽¹⁰⁾						
25	Ir TONG Ka-hung, Edwin	6/6			3/3				8/8	
26	Mr. TSE King-wa ⁽¹⁾	N/A				0/1 ⁽¹⁰⁾				
27	Mr. TSE Wang-yu	6/6				3/3 ⁽⁹⁾		2/3		
28	Mr. WONG Hin-wing, Simon ⁽¹⁾	N/A								4/4
29	Mr. WONG Siu-han, Rex	4/6	4/4 ⁽⁹⁾			4/4	2/4			
30	Ir Prof. YOUNG Meng-Cheung, Andrew	4/6					3/4			
31	Ir YU Chen-on, Emil	6/6			3/3					
32	Ms. YU Po-mei, Clarice	3/6								

(1) Retired as CIC Member w.e.f. 1 February 2024.

(2) Membership since 4 March 2024.

(3) Retired w.e.f. 4 March 2024.

(4) Resigned on 19 February 2024.

(5) Two meetings were attended by a representative.

(6) Four meetings were attended by a representative.

(7) One meeting was attended by a representative.

(8) Three meetings were attended by a representative.

(9) Membership since 1 May 2024.

(10) Term ended on 30 April 2024.

(11) Membership since 16 July 2024.

(12) Term ended on 15 July 2024.

CITB Members' meeting attendance in 2024

Chairperson		Attendance
1	Sr LAM Kin-wing, Eddie	6/6
Members		Attendance
2	Mr. CHAN Lok-chai	6/6
3	Mr. CHAN Shut-ho, Franki ⁽¹⁾	3/3
4	Mr. CHOW Luen-kiu	5/6
5	Ir FUNG Kwok-keung, Conrad ⁽²⁾	0/1
6	Mr. HUANG Yongquan	6/6
7	Ms. LAM Nga-man, Pamela	6/6
8	Ar. LEE Chiu-ming, Benny ⁽¹⁾	2/3
9	Prof. LIM Wan-fung, Bernard Vincent ⁽³⁾	1/3
10	Mrs. LO LEE Oi-lin	5/6
11	Ir LUK Wai-lam, William	4/6
12	Mr. NG Ho-wang ⁽⁴⁾	6/6
13	Mr. NG San-wa, Lawrence ⁽³⁾	3/3
14	Mr. TSE Wang-yu ⁽¹⁾	2/3
15	Sr WONG Kin-wai, Staw	5/6
16	Mr. WONG Ping ⁽³⁾	2/3
17	Mr. WONG Siu-han, Rex ⁽¹⁾	3/3
18	Dr. YAN Ting-kwan, Daniel	6/6

(1) Term Commenced on 1 July 2024.

(2) Resigned on 21 Feb 2024.

(3) Term ended on 30 June 2024.

(4) Two meetings were attended by a representative.

CWRB Members' meeting attendance in 2024

Chairperson		Attendance
1	Ir LIU Sing-pang, Simon	4/4
Members		Attendance
2	Mr. CHAN Chi-ming, Antonio ⁽¹⁾	1/2
3	Mr. CHAN Shut-ho, Franki ⁽²⁾	2/2
4	Mr. CHAN Wai-tong, Victor	4/4
5	Ir CHAN Yun-kan, Simon	4/4
6	Ms. CHENG Sau-kuen ⁽¹⁾	2/2
7	Mr. CHEUNG Tat-fai, Kenneth ⁽¹⁾	2/2
8	Ir Prof. CHI Wuh-jian, Joseph ⁽¹⁾	2/2
9	Mr. CHIU Kin-keung ⁽¹⁾	2/2
10	Ar. IP Man-kiu, Irene ⁽¹⁾	1/2
11	Mr. LAM Oi-ki, Peter ⁽²⁾	1/2
12	Ms. LAM Nga-man, Pamela	4/4
13	Ar. Dr. LAM Wai-pan, Wilson ⁽²⁾	2/2
14	Ir LEUNG Wai-bun, Brian ⁽²⁾	0/2
15	Ir LEUNG Wai-ho, Alfred ⁽²⁾	2/2
16	Mr. LO Cheuk-pui, Edward ⁽¹⁾	2/2
17	Mr. LOK Kwei-sang, Tandy ⁽²⁾	2/2
18	Mr. NG Choi-wah ⁽²⁾	2/2
19	Sr PONG Yiu-po, Daniel	4/4
20	Cr TANG Yu-chi, Alfred	2/4
21	Ir TSANG Hing-cheung, Gilbert	4/4
22	Ir WONG Hon-ping, Edmond ⁽¹⁾	2/2
23	Ir WONG Lui	4/4
24	Mr. WONG Ping ⁽²⁾	1/2
25	Ir Prof. XIAO Fu, Linda	3/4
26	Mr. YAU Wah-hong, Alec	2/4
27	Mr. YUEN Tsz-lok, Murphy	4/4

(1) Term Commenced on 1 July 2024.

(2) Term ended on 30 June 2024.

MEMBERSHIP OF COMMITTEES AND BOARDS AND TERMS OF REFERENCE

(as of 31 December 2024)

Executive Committee

The Executive Committee was formed in 2018 with an aim to allow a more efficient decision-making process in the delivery of the CIC's services and initiatives. The CIC Chairman is also the Chairperson of the Executive Committee. For close connectivity and institutional coordination, the Chairpersons of the main Boards and Committees, who are generally CIC Members, sit on the Executive Committee. All major approvals are, in principle, vested in the CIC, which meets bi-monthly in the even-number months, while the Executive Committee is a bi-monthly forum in the odd number months to discuss policies and new initiatives and brainstorm on important issues. On pressing occasions, the Executive Committee is empowered to act on behalf of the CIC to approve urgent matters for operational needs, except those specifically reserved for the Council under the CICO. The approved items shall be reported to the Council in a timely manner.

Membership

Chairperson

Ir Prof. HO On-sing, Thomas

Members

Prof. CHENG Chin-pang, Jack

Dr. CHEUNG Tin-cheung

Mr. FU Chin-shing, Ivan

Sr LAM Kin-wing, Eddie

Ir LAU Chun-kit, Ricky

Ar. LEUNG Wai-kin, Clarence
(Membership since 1 May 2024)

Ir LEUNG Wing-kee Ricky

Ir LIU Sing-pang, Simon

Cr MANG Ka-wing, Terence

Ir Dr. PANG Yat-bond, Derrick
(Retired w.e.f. 1 May 2024)

Ir POON Lock-kee, Rocky
(Retired w.e.f. 1 May 2024)

Mr. WONG Siu-han, Rex
(Membership since 1 May 2024)

Terms of Reference

- 1 To advise the CIC on staff matters, including recruitment, salary and other conditions of service;
- 2 To advise the CIC on general administration matters, including accommodation and facilities;
- 3 To examine and endorse annual estimates of incomes and expenditure and programme of activities prepared by the Management for the approval of the Council;
- 4 To deliberate on policy formulation and emerging issues and to formulate initiatives that are of interest to the construction industry;
- 5 To formulate strategic direction and provide guidance on the long-term development of the CIC; and
- 6 To approve urgent and time-sensitive matters on behalf of the CIC except those specifically reserved for the Council under the Construction Industry Council Ordinance and to report to the CIC on such approval given.

Audit Committee

Formed in 2018, the Audit Committee supervises the work of the Internal Audit Department and oversees corporate governance, compliance, financial reporting, internal controls, risk management and audit matters of the CIC.

Membership

Chairperson

Mr. WONG Hin-wing, Simon

Members

Ir LEUNG Wing-kee, Ricky

Mr. MA Hok-Ming, Kevin

Ms. WONG Yeuk-lan, Eliza

Representative of Development Bureau

Terms of Reference

- 1 To assist the Council fulfill its corporate governance and overseeing responsibilities of the CIC (with member organisations), including financial reporting, internal control, risk management, internal and external audit functions as well as compliance with policies, regulations and relevant legislations;
- 2 To oversee the work of Internal Audit Department, to review findings and management's responses to the recommendations made;
- 3 To oversee the external audit process:
 - a. To make recommendations to the Council on the appointment of external auditors, audit fees and any related matters;
 - b. To review annual audit report and any matters raised by external auditors;
- 4 To approve the engagement of any external consultants to conduct review if necessary; and
- 5 To assist the Council in dealing other relevant issues.

Construction Industry Training Board (CITB)

Established under Section 29 of the Construction Industry Council Ordinance, the CITB is responsible for training and trade testing matters of the construction industry. It provides training courses, establishes and maintains industrial training centres, assists in placement issues and administers the relevant assessments, skills standards establishment, etc. for the construction industry.

Membership

Chairperson

Sr LAM Kin-wing, Eddie

Members

Mr. CHAN Lok-chai

Mr. CHAN Shut-ho, Franki
(Membership since 1 July 2024)

Mr. CHOW Luen-kiu

Ir FUNG Kwok-keung, Conrad
(Resigned on 21 February 2024)

Mr. HUANG Yongquan

Ar. LEE Chiu-ming, Benny
(Membership since 1 July 2024)

Prof. LIM Wan-fung, Bernard Vincent
(Retired w.e.f. 1 July 2024)

Mrs. LO LEE Oi-lin

Ir LUK Wai-lam, William

Mr. NG San-wa, Lawrence
(Retired w.e.f. 1 July 2024)

Mr. TSE Wang-yu
(Membership since 1 July 2024)

Sr WONG Kin-wai, Staw

Mr. WONG Siu-han, Rex
(Membership since 1 July 2024)

Mr. WONG Ping
(Retired w.e.f. 1 July 2024)

Dr. YAN Ting-kwan, Daniel

Deputy Secretary for Development (Works) 1,
Development Bureau

Chief Occupational Safety Officer
(System and Support), Labour Department

Terms of Reference

- 1 To provide training courses for the construction industry;
- 2 To establish and maintain industrial training centres for the construction industry;
- 3 To assist, including by the provision of financial assistance, in the placement of persons who have completed training courses provided for the construction industry;
- 4 To assess the standards of skills achieved by any person in any kind of work involving or in connection with the construction industry, to conduct examinations and tests, to issue or award certificates of attendance or competence, and to establish the standards to be achieved in respect of any such work;
- 5 To advise on manpower planning and development for construction personnel at professional, supervisory and craftsman levels; and
- 6 To foster an ethical culture.

Management Board / Sub-committees / Steering Group / Task Force / Trade Advisory Panels

- Hong Kong Institute of Construction Management Board
- Sub-committee on Trade Testing
- Sub-committee on Construction Industry Council Approved Technical Talents Training Programmes and Collaborative Training Schemes
- Sub-committee on Ethnic Minorities in Construction
- STEAM Alliance Steering Group
- Task Force on Construction Industry Council Manpower Forecasting Model Updating and Enhancement Study
- Advisory Panel on Construction Supervisor
- Advisory Panel on Quantity Surveying
- Trade Advisory Panel on Bricklaying, Plastering & Tiling
- Trade Advisory Panel on Joinery
- Trade Advisory Panel on Construction Formwork
- Trade Advisory Panel on Painting, Decorating & Sign-writing
- Trade Advisory Panel on Plumbing & Pipe-fitting
- Trade Advisory Panel on Marble-laying
- Trade Advisory Panel on Metal Works
- Trade Advisory Panel on Construction Plant Maintenance & Repairs
- Trade Advisory Panel on Electrical Installation
- Trade Advisory Panel on Construction Scaffolding Works
- Trade Advisory Panel on Bar-bending & Fixing
- Trade Advisory Panel on Plant Operation
- Trade Advisory Panel on Site Surveying and Surveying & Setting-out
- Trade Advisory Panel on Civil Engineering
- Trade Advisory Panel on Concreting
- Trade Advisory Panel on Refrigeration / Air-conditioning / Ventilation
- Trade Advisory Panel on Fire Service System

Construction Workers Registration Board (CWRB)

Established under Section 11A of the CWRO, the CWRB governs and provides quality workers registration services for the construction industry.

Membership

Chairperson

Ir LIU Sing-pang, Simon

Members

Ir CHAN Chi-ming, Antonio

Ir CHAN Yun-kan, Simon

Ms. CHENG Sau-kuen

Mr. CHEUNG Tat-fai, Kenneth

Ir Prof. CHI Wuh-jian, Joseph

Mr. CHIU Kin-keung

Ar. IP Man-kiu, Irene

Mr LO Cheuk-pui, Edward

Sr PONG Yiu-po, Daniel

Cr TANG Yu-chi, Alfred

Ir TSANG Hing-cheung, Gilbert

Ir WONG Hon-ping, Edmond

Ir Prof. XIAO Fu, Linda

Mr. YAU Wah-hong, Alec

Deputy Secretary for Development (Works) 1,
Development Bureau

Assistant Director/Gas and General Legislation,
Electrical and Mechanical Services Department

Chief Occupational Safety Officer (Operations),
Labour Department

Chief Officer/Technical Services, Buildings
Department

Terms of Reference

- 1 To set the qualification requirements for registration or renewal of registration;
- 2 To act on and discharge tasks in regard to the Construction Workers Registration Ordinance, which include inspection of construction sites, conducting construction workers registration, handling review and appeal cases relating to workers registration, maintaining the daily attendance records of construction sites, and so on; and
- 3 To perform and exercise such other functions or powers as are imposed on it by the Construction Industry Council.

Boards / Sub-committees

- Construction Workers Qualifications Board
- Construction Workers Review Board
- Sub-committee on Data Analysis
- Sub-committee on Registration Matters
- Sub-committee on Workers Development and Welfare

Objections Board

The Objections Board was established under Section 54 to 56 of the Construction Industry Council Ordinance (CICO) to deal with objections to levy or surcharge raised by the contractor.

The Board consists of three members of the Council and the Council may authorise the Objections Board to appoint a subcommittee for the better performance of the Objections Board's function.

By virtue of Section 56 of the CICO, the Objections Board has the power to confirm, cancel or reduce the levy or surcharge.

Membership (all are CIC Members)

Convenor

Ir TONG Ka-hung, Edwin

Members

Sr HO Kwok-kwan, Thomas

Prof. CHENG Chin-pang, Jack

Terms of Reference

- 1 To determine objections to levy and surcharge made under section 55 of CICO and under section 29 of the Construction Workers Registration Ordinance.

Committee on Building Information Modelling and Construction Digitalisation (Com-BIM & CD)

The Com-BIM & CD aims to formulate strategies for market transformation, and to promote and facilitate the application of BIM and Construction Digitalisation (CD) and its related technologies across the construction industry. It also supports the development of BIM related training programmes as well as setting standards and common practices for BIM & CD implementation.

Membership

Chairperson

Prof. CHENG Chin-pang, Jack

Members

Ar. CHAN Wing-kai, Aaron

Mr. HUNG Sing-yeung

Ir LEUNG Kam-wing, Ringo

Prof. LU Wilson

Ir PUNG Chun-nok, Samson

Mr. TO Kwong-cheuk, Stanley

Ir TONG Ho-wai, Howard

Ir WONG Ka-wo, Kelvin

Sr WONG Kin, Michael

Ir WONG Man-kai, Neil

Ir WONG Ming-yan, Ole

Mr. WONG Sai-choi, Kevin

Ms. WONG Wai-man, Rosana

Sr YIP Yin-yung

Mr. YU Man-kit, Andy

Permanent Secretary for Development (Works) or representative

Assistant Director/New Buildings Division 1,
Buildings Department

Terms of Reference

- 1 To formulate strategies for market transformation, promote the use and facilitate the application of BIM, digital construction, and its related technologies in construction industry;
- 2 To promote cross-disciplinary collaboration and adoption of BIM in project delivery processes including planning and design, construction, facility and asset management;
- 3 To develop CIC as a Centre of Excellence for BIM in the form of a central hub and of the open sharing platform of BIM with specific focus on the following:
 - to develop standards, specifications and common practices for BIM;
 - to develop and promote good practices in both BIM management and BIM operation;
 - to build capacity, develop and operate BIM Development Ladder, BIM Training Ladder, BIM Professional Registration and Accreditation; and their relating training programmes and implementation programmes; and
- 4 To identify areas which require further investigation, promote research and development for BIM.

Boards / Task Forces / Task Group:

- Building Information Modelling Certification and Accreditation Board
- Building Information Modelling Appeal Board
- Task Force on BIM Standards
- Task Force on BIM Training
- Task Force on BIM Submissions to the Buildings Department
- Task Force on BIM Personnel Development
- Task Group on BIM-enabled Modern Construction Training for Higher Education

Committee on Construction Business Development and Productivity (Com-CBD & PRO)

The Com-CBD & PRO aims to foster an efficient and healthy construction market by promoting best practices and innovative solutions in areas such as tendering, project management, quality supervision and risk allocation, innovative construction approaches including robotics and automation, offsite construction, and research and development. It seeks to elevate construction productivity through improved processes, industrialisation, and the adoption of innovative technologies and materials.

Members

Chairperson

Ir LEUNG Wing-kee, Ricky

Members

Ir CHEUNG Chi-kong, Victor

Ir HUNG Cheung-shew, Danny

Ir LAI Kam-wah, Leo

Mr. LAU Tsz-fung, Gerald

Ir LAW Tik-ko, Dominic

Mr. LEE Bun-fai, David

Mr. LEUNG Yip-wing

Ir LIU Sing-pang, Simon

Mr. LO Cheuk-pui, Edward

Mr. NG San-wa, Lawrence

Prof. PAN Wei

Ir TONG Ka-hung, Edwin

Mr. TSANG Pak-chung, Eddy

Mr. YIP Wai-kit, Thomas

Ir YU Chen-on, Emil

Permanent Secretary for Development (Works) or representative

Permanent Secretary for Housing or representative

Terms of Reference

- 1 To compile and update key performance indicators related to the construction industry and review current industry capability and productivity level in the construction industry by introducing measurable indicators for different work trades;
- 2 To deliberate and make recommendations to the construction industry for fostering a more productive and healthy construction market through promoting best practices in areas such as tendering, risk allocation, programming, maintaining liquidity throughout the construction supply chain, project management and quality supervision, while aiming to foster a collaborative culture within the construction industry;
- 3 To strengthen the adoption of innovative solutions and techniques for enhancement of procurement, project management, quality supervision and productivity of construction process;
- 4 To conduct, co-ordinate and promote research and development on benchmarking, streamlining, elevating or providing guidelines and reference materials for the productivity of construction process;
- 5 To recommend directions and initiatives to the Council and Boards / Committees for enhancing the industry's productivity and competitiveness; and
- 6 To provide statistics and data analytics on areas in relation to the functions of the committee such as construction productivity.

Task Forces

- Task Force on Construction Expenditure Forecast
- Task Force on Review and Enhancement of Construction Contract Terms

Committee on Construction Safety (Com-CSY)

The Committee on Construction Safety (Com-CSY) strives to promote initiatives and measures to foster a positive safety culture in the construction industry. It reviews and monitors safety performance and encourages the adoption of new technology to improve safety. To enhance the mechanism of safety management, the Com-CSY also provides guidelines on preventive measures in relation to construction safety.

Membership

Chairperson

Mr. WONG Siu-han, Rex

Members

Mr. CHAN Kam-au

Ir Prof. CHI Wuh-jian, Joseph

Mr. CHIU Kin-keung

Ir Dr. HO Chi-ming

Ir HUNG Cheung-shew, Danny

Ir KONG Shui-sun

Mr. LAI Yuk-yin, Rico

Ms. LEUNG Mo-lin, Moby

Mr. LO Wai-leung, Clint

Mr. MOW Tai-hing

Mr. NG San-wa, Lawrence

Prof. SHEN Qiping, Geoffrey

Mr. TSE Wang-yu

Mr. WAN Chi-ping

Mr. WANG Kei-ming, Joseph

Permanent Secretary for Development (Works) or representative

Permanent Secretary for Housing or representative

Terms of Reference

- 1 To review and monitor safety performance of the construction industry;
- 2 To review and enhance the mechanism of safety management;
- 3 To encourage the adoption of new technology and innovative ideas in construction safety;
- 4 To conduct research on enhancing safety performance of the construction industry;
- 5 To identify and recommend measures for improving safety performance to CIC;
- 6 To promote the adoption of the improvement measures by the construction industry; and
- 7 To nurture a safety culture for the construction industry.

Sub-committees / Task Forces / Working Groups

- Sub-committee on Safety Training
- Sub-committee on Safety Technical Issues
- Sub-committee on Safety Promotion
- Task Force on Design for Safety
- Task Force on Truss-out Bamboo Scaffolds
- Task Force on Smart Site Safety System Standardisation
- Task Force on Construction Scaffolding Materials
- Working Group on Survey on Safety Awareness
- Working Group on Smart Site Safety System Labelling Scheme

Committee on Environment and Sustainability (Com-E&S)

The Com-E&S aims to promote good practices and sustainable development and to enhance innovation in the environmental protection of the construction industry. Industry research and digital platforms are undertaken to provide relevant standards and guidelines for industry stakeholders.

Membership

Chairperson

Ar. LEUNG Wai-kin, Clarence
(Chairpersonship since 1 May 2024)

Mr. FU Chin-shing, Ivan (Retired w.e.f. 1 May 2024)

Members

Ir CHAN Chung-tak, Thomas
(Membership since 1 May 2024)

Mr. CHAN Yin-chung, Anthony
(Membership since 1 May 2024)

Mr. CHAN Yiu-cheong (Retired w.e.f. 1 May 2024)

Ar. Marvin CHEN (Retired w.e.f. 1 May 2024)

Mrs. CHENG WAN, Irene

Ir CHEUNG Chi-kong, Victor
(Membership since 1 May 2024)

Mr. CHIU Chung-kei, Charles
(Retired w.e.f. 1 May 2024)

Sr HO Kwok-kwan, Thomas
(Retired w.e.f. 1 May 2024)

Dr. HUANG Jianxiang

Ir IP Chee-wang, Rodney
(Membership since 1 May 2024)

Ir KAN Jun

Mr. KWOK Hing-wun
(Membership since 1 May 2024)

Ir KWOK Wai-man, Raymond
(Membership since 1 May 2024)

Ar. LAU Sing-yeung, Sunnie
(Membership since 1 May 2024)

Mr. MA Hok-ming, Kevin
(Membership since 1 May 2024)

Mr. NGAI Hon-shun, Henry
(Membership since 1 May 2024)

Mr. WONG Siu-han, Rex

Mr. WU Siu-kei

Ir Prof. YOUNG Meng-Cheung, Andrew

Permanent Secretary for Development (Works) or
representative

Permanent Secretary for Housing or representative

Terms of Reference

- 1 To promote environmental protection and sustainable development in the construction industry;
- 2 To promote good practices in relation to sustainable design and construction;
- 3 To encourage the adoption of new technology and innovative ideas in environment protection and sustainable development in the construction industry;
- 4 To conduct research for enhancing environmental protection and sustainable development in the construction industry;
- 5 To advise on the environmental strategy for the development of construction standards.

Working Groups

- CIC Smart Waste Management Tool Working Group
- Feasibility Study on Construction Site Electrification and Clean Energy Adoption Working Group

Committee on Mainland Affairs (Com-MA)

The Com-MA aims to facilitate the integration of Hong Kong's construction industry into the national development by enhancing communication and cooperation with relevant Mainland enterprises and institutions, and promoting the understanding and application of innovative building technologies from the Mainland in the local construction industry to enhance technological innovation, competitiveness and knowledge transfer.

The Com-MA also assists in facilitating the alignment and mutual recognition of standards and qualifications between the Mainland and Hong Kong in the construction sector, facilitates local industry stakeholders in exploring the supply chain in the Greater Bay Area, supports knowledge exchange and cooperation in relevant training between the two places, and fosters a good understanding on the Mainland and the construction industry development for the youths in Hong Kong.

Membership

Chairperson

Mr. FU Chin-shing, Ivan

Members

Ir CHAN Chi-ming, Antonio

Ir Prof. CHAN Fan, Frank

Mr. CHAN Wai-pong

Ar. Marvin CHEN

Mr. CHOW Luen-kiu

Sr HO Kwok-kwan, Thomas

Ir KAN Jun

Mr. KWOK Tung-keung, Simon

Ir LAU Kam-keung, Charles

Mr. MA Hok-ming, Kevin

Mr. TSANG Kin-shing

Mr. TSE Wang-yu

Ir YEUNG Tak-bun, Allen

Prof. Alvin YIP

Permanent Secretary for Development (Works) or representative

Technical Secretary/Structural, Buildings Department

Terms of Reference

- 1 To facilitate the integration of Hong Kong's construction industry into the national development by enhancing communication, cooperation and business collaboration with relevant Mainland enterprises and institutions.
- 2 To assist stakeholders in the Hong Kong construction industry to participate in the Mainland's development.
- 3 To promote the understanding and application of innovative building technologies from the Mainland in the Hong Kong construction industry to enhance technological innovation, competitiveness and knowledge transfer.
- 4 To assist in facilitating the alignment and mutual recognition of standards and qualifications between the Mainland and Hong Kong in the construction sector.
- 5 To assist in sourcing the Mainland supply chain for Hong Kong construction industry.
- 6 To facilitate knowledge exchange and cooperation in construction industry training between the Mainland and Hong Kong.
- 7 To foster a better understanding of the Mainland and the construction industry development for the youths in Hong Kong and enhance their awareness of national affairs.

Committee on Registered Specialist Trade Contractors Scheme (Com-RSC)

The Com-RSC's key role is to oversee, discuss, review and monitor the operation of the registration and regulatory actions of Registered Specialist Trade Contractors Scheme. It also sets the strategic direction and formulates policies in managing businesses relating to the implementation, adoption and promotion of the Scheme.

Membership

Chairperson

Ir CHAN Chi-chiu (Retired w.e.f. 1 February 2024)

Ir TONG Ka-hung, Edwin
(Chairpersonship since 1 February 2024)

Members

Ir CHAN Hoo-wing, Collin
(Membership since 16 July 2024)

Mr. CHAN Kim-kwong
(Membership since 16 July 2024)

Mr. CHAN Lok-chai

Mr. CHAU Sze-kit (Membership since 16 July 2024)

Mr. CHENG Li-hung (Retired w.e.f. 16 July 2024)

Ir CHEUNG Chi-kong, Victor
(Membership since 16 July 2024)

Mr. CHEUNG Tat-fai, Kenneth
(Retired w.e.f. 16 July 2024)

Mr. CHOW Luen-kiu
(Membership since 16 July 2024)

Sr HO Kwok-kwan, Thomas
(Retired w.e.f. 16 July 2024)

Ir HO Wai-kei, Rickie (Retired w.e.f. 16 July 2024)

Ir HUNG Cheung-shew, Danny
(Retired w.e.f. 16 July 2024)

Ir LAM Wai-tak, Walter

Ir LAW Moon-tong
(Membership since 16 July 2024)

Ir LEUNG Wing-kee, Ricky
(Retired w.e.f. 16 July 2024)

Mr. LOK Kwei-sang, Tandy
(Retired w.e.f. 16 July 2024)

Mr. NG Choi-wah (Membership since 16 July 2024)

Mr. PUN Ka-keung
(Membership since 16 July 2024)

Ir SHEA Tat-chi, Ringo (Retired w.e.f. 16 July 2024)

Ir SHUM Hau-tak, Daniel
(Membership since 16 July 2024)

Ar. SUEN Warren, Lampson

Sr TANG Kin-cheong, Sammy
(Membership since 16 July 2024)

Ir TSANG Hing-cheung, Gilbert

Mr. WONG Ping (Retired w.e.f. 16 July 2024)

Sr YIP Tsz-hong, Bryce

Sr YU Kam-hung

Terms of Reference

- 1 To implement the recommendations of the University of Hong Kong's Research on "A Roadmap to Enhance the Subcontractor Management Mechanism in Hong Kong";
- 2 To steer the operations of the Registered Specialist Trade Contractors Scheme and the Subcontractor Registration Scheme (collectively, the Scheme), including but not limited to making recommendations on scope of trades, registration requirements, and any enhancements to the Scheme;
- 3 To review and approve registration applications of Registered Specialist Trade Contractors (RSTCs) and Registered Subcontractors (RSs);
- 4 To take regulatory actions against RSTCs or RSs violating rules under the Scheme; and
- 5 To promote the adoption of the Scheme by the industry.

Sub-committees

- Sub-committee on Regulatory Action
- Sub-committee on Registration Matters

Committee on Repair, Maintenance, Alteration and Addition (Com-RMAA)

The Com-RMAA aims to foster and support the development of efficient and healthy RMAA industry through comprehensively reviewing and determining the development directions of RMAA works, and enhancing the techniques, management and safety knowledge of the RMAA sector by providing and optimising the existing relevant courses.

Membership

Chairperson

Sr LAM Kin-wing, Eddie

Members

Mr. CHAN Kim-kwong

Mr. CHAN Kwok-hung, Tom

Mr. CHEUNG Wing-ho

Mr. CHUN Chi-kin, Penny

Cr CHUNG Yuk-ming, Christopher

Mr. HO Chi-fai, Patrick

Mr. IP Chi-ming, Ellis

Mr. LAM Yu-hin, Lewis

Sr LEE Chun-lai, Andrew

Sr LEE Man-ho, Louis

Mr. NG Chi-wo, Julian

Sr PONG Yiu-po, Daniel

Ir SHEA Tat-chi, Ringo

Cr TANG Yu-chi, Alfred

Mr. TANG Wing-lun, Kenneth

Sr YU Kam-hung

Principal Assistant Secretary (Works) 1,
Development Bureau

Commissioner for Labour or representative

Director of Electrical and Mechanical Services or
representative

Chief Executive Officer of the Property
Management Services Authority or representative

Terms of Reference

- 1 To comprehensively review and determine the development direction of the repair, maintenance (including electrical and mechanical engineering), decoration, alteration and additional works (RMAA);
- 2 To coordinate the work of various committees and task forces under the CIC and matters related to the RMAA sector, including but not limited to training and safety matters, and to provide overall advice on the CIC's support for the sector;
- 3 To enhance the techniques, management and safety knowledge of the sector by providing and optimising the existing related courses;
- 4 To implement the recommendations of the Task Force on RMAA as approved by the CIC; and
- 5 To consider issues and initiatives that can support the development of the RMAA sector and the need for an industry standard for implementing these initiatives in the long run.

Sub-Committees

- Sub-committee on Worker Training
- Sub-committee on Promotion and Education
- Sub-committee on Supervision Matters
- Sub-committee on Standardisation

Construction Industry Council Youth Affairs Committee

In order to address and meet the needs of young people in the construction industry and the long-term development of the industry, and to formulate a comprehensive “Blueprint for the Development of Youth in the Construction Industry in Hong Kong” (Blueprint) more effectively, the Youth Affairs Committee of the Construction Industry Council was established in late 2022 and coordinate the development of youth affairs in the construction industry in Hong Kong.

Membership

Chairperson

Cr MANG Ka-wing, Terence

Vice-Chairperson

Ir CHENG Yin-kwan, Andy

Ms. LUI Wing-chi, Michele

Members

Ir CHAN Chi-man

Dr. CHAN Yee-shan, Isabelle

Ms. CHOI Lok-yin, Catherine

Mr. CHUNG Chi-wai, Leo

Mr. LAM Chi-ping, Arthur

Ms. Elaine LAM

Ir PUNG Chun-nok, Samson

Ms. SHEK Wai-yan, Joyce
(Membership since 1 July 2024)

Ir TAI Lai-ying, Kathy

Ir TAM Wing-yeung, Vincent

Sr TING Yuen-chun, Eric

Mr. WONG Ka-lung

Ms. Hayley YAU

Mr. YEUNG Pak-to

Principal Assistant Secretary (Works) 1,
Development Bureau

Terms of Reference

- 1 To formulate the future direction of the youth development policy of the construction industry in Hong Kong, to recommend the short-term, medium-term and long-term plans to meet the needs of youth in their developmental stages, and to formulate a comprehensive blueprint for the development of youth in the construction industry in Hong Kong, with clearer visions and missions through policies;
- 2 To organise different types of youth development activities and programmes in the construction industry in Hong Kong and provide young people with opportunities to unleash their potential, sharpen their competitive edge and become future masters of Hong Kong with vision, creativity, commitment to society, positive mindset and leadership qualities;
- 3 To encourage and support young people to grasp the immense opportunities brought about by the development of the Guangdong-Hong Kong-Macao Greater Bay Area, help them understand the latest developments of both Hong Kong and those cities and seek regional cooperation;
- 4 To nurture a new generation of young Hong Kong people with a sense of loving our country and Hong Kong and to review the effectiveness of the project in developing youth in the construction industry; and
- 5 To coordinate the working groups for formulating and implementing the detail plans.

Construction Industry Sports & Volunteering Programme Committee (Com-CISVP)

The Com-CISVP aims to better steer and promote sports and volunteering programmes in the construction industry, and to develop a long-term partnership with key industry stakeholders.

Membership

Chairperson

Ir Dr. PANG Yat-bond, Derrick

Member

Ms. CHAN Kwong-ming, Judy

Mr. CHAN Lok-chai

Mr. CHAN Yam-man, Adam

Ir CHOI Wing-kei, Tracy
(Membership since 2 October 2024)

Mr. CHONG Tsz-kit, Roger
(Membership since 15 October 2024)

Mr. HO Kwok-chee, Brian

Mr. HO Yau-ho, William
(Retired w.e.f. 22 September 2024)

Mr. HUANG Jiang

Ir HUI C.L., Louis

Mr. IP Jun-git, Tommy

Mr. KUOK Hoi-sang

Ir LEONG W.H., Francis

Mr. LEUNG King-yiu, Mark

Ms. LEUNG Po-yan, Bobo

Mr. LO Yiu-lun, Angus

Mr. POON Wai-kit, Peter
(Membership since 12 November 2024)

Ms. TAI Hang-yi, Ginny

Mr. WEI Xiaolin
(Resigned on 17 October 2024)

Mr. WONG Siu-kei, Ivan
(Resigned on 14 October 2024)

Deputy Secretary for Development (Works) 1 or
representative

Terms of Reference

- 1 To steer the development of Construction Industry Sports & Volunteering Programme (CISVP);
- 2 To promote CISVP to the wider population of the construction industry;
- 3 To encourage setting up company sports clubs and volunteering teams at company or association; and
- 4 To support CISVP events including but not limited to proactive promotion and participant recruitment.

Task Forces

- General Sports Task Force
- Ball Games Task Force
- Volunteering Service and Caring Organisation Task Force
- Fundraising and Promotion Task Force

Construction Innovation and Technology Application Centre Management Board

Membership

Chairperson

Ar. CHOI Wun-hing, Donald

Board Members

Mr. CHAN Wai-pong, Calvin

Mr. CHAN Yiu-Hang, Danny

Ir CHENG Ting-ning, Albert

Mr. CHEUNG Kam-yin, Chris

Dr. Crystal FOK

Ir Eddie HO

Mr. Patrick KABASCI

Ir LAI Kwok-hung, Sammy

Mr. LEE Hang-wing, James

Mr. LO Cheuk-pui, Edward

Mr. REN Yuxing, Michael

Prof. SHI Wenzhong, John

Ir Dr. TSUI Yun-cheong, Ricky

Mr. Peter YAN (retired w.e.f. 1 July 2024)

Ir Prof. YOUNG Meng-Cheung, Andrew

Mr. YU Tat-cheung, Will

Director of Buildings

Permanent Secretary for Development (Works) or representative

Terms of Reference

- 1 To explore and identify innovative techniques and technologies, both locally and internationally, that are suitable for adoption in the Hong Kong construction industry for improvement of its productivity, sustainability and safety;
- 2 To serve as a knowledge hub by collecting, showcasing and promulgating the latest local and overseas construction technologies with a view to promote their implementation and application;
- 3 To establish a global research network and serve as a collaboration platform with a view to encourage interdisciplinary research activities and collaboration; and
- 4 To cultivate and nurture a culture within the construction industry that is receptive and conducive to continuous innovation.

Hong Kong Institute of Construction Management Board

The Hong Kong Institute of Construction (HKIC) was established as a company limited by guarantee governed by the Articles of Association under the Company Ordinance (Cap. 622). The HKIC Management Board governs the HKIC. It reports and is accountable to the Construction Industry Training Board (CITB).

Membership

Chairperson

Mrs. LO LEE Oi-lin

Members

Ir FUNG Kwok-keung, Conrad
(Resigned on 21 February 2024)

Ir Prof. HO On-sing, Thomas

Ir KWOK Yu-won, Eric

Sr LAM Kin-wing, Eddie

Ir LUK Wai-lam, William
(Membership since 21 June 2024)

Ir SHEA Tat-chi, Ringo

Sr TANG Chi-wang

Ir Prof. WANG Fu-lee, Philips

Mr. WONG Ping

Mr. YUON Fuk-lung

Principal Assistant Secretary (Works) 1,
Development Bureau

Principal Assistant Secretary (Further Education),
Education Bureau

Ex Officio

Ir CHENG Ting-ning, Albert, Executive Director of
the CIC

Terms of Reference

- 1 To formulate strategies for the development of HKIC (the Institute), taking into account of industry input and developments in the vocational and professional education and training (VPET) sector;
- 2 To ensure efficient and effective management of the Institute to realise its vision and mission;
- 3 To prepare and submit 3-year Strategic Plan and Annual Plan to CITB for endorsement on an annual basis;
- 4 To prepare and submit Annual Report to CITB;
- 5 To oversee and ensure quality provision of the Institute's programmes and services;
- 6 To decide on the Institute's policies and guidelines on programme planning, development, delivery and review; and
- 7 To approve programme proposals, including admission requirements, programme objectives, intended learning outcomes, and syllabuses.

Investment Task Force

The Investment Task Force advises the CIC on investment-related matters, such as purchase, asset switching, redemption, etc. It also oversees the performance of the CIC's investments.

Membership

Chairperson

Mr. WONG Hin-wing, Simon

Members

Mr. CHIU Sai-kar, Jaye

Mr. KWOK Cheong-ping, Charles

Mr. LAM Siu-fung, Frank

Mr. TSE Yue-hong, Chris

Terms of Reference

- 1 To recommend appropriate investment of surplus funds;
- 2 To advise the CIC on investment-related matters, such as purchase, asset switching, redemption, etc;
- 3 To oversee the performance of the CIC's investments;
- 4 To advise and formulate investment strategies for the CIC; and
- 5 To decide whether external managers should be appointed to manage the CIC's investment portfolio going forward.

Management Committee on Construction Innovation and Technology Fund (MC-CITF)

The Management Committee on Construction Innovation and Technology Fund (MC-CITF) oversees the CITF operations.

Membership

Chairperson

Ir TONG Ka-hung, Edwin

Members

Ir CHENG Ting-ning, Albert

Ir Alice CHOW

Prof. LEUNG Kwan, Anthony

Ir HUNG Cheung-shew, Danny

Ms. Kiki WANG

Ir Prof. YOUNG Meng-Cheung, Andrew

A representative from the Development Bureau

Terms of Reference

- 1 To formulate and recommend for the Council's approval, the operational framework of the CITF;
- 2 To ensure the CITF is operated properly and efficiently in accordance with the approved operational framework;
- 3 To report to the Council on the operation of the CITF; and
- 4 To decide on all matters relating to the CITF operation as and when required, subject to the Council's ultimate decision.

Vetting Sub-Committees

- BIM Vetting Sub-Committee
- ACT Vetting Sub-Committee
- MiC Vetting Sub-Committee
- Manpower Development Vetting Sub-Committee

Management Committee on Technically Competent Persons Registration Scheme (MC-TCPRS)

The CIC established the MC-TCPRS to steer the direction of Technically Competent Persons Registration Scheme (TCPRS).

Membership

Chairperson

Ar. LEUNG Wai-kin, Clarence

Members

Ms. CHAN Yuen-ming, Mary
– Representative of the Buildings Department

Ir CHAN Yun-kan, Simon

Mr. LAI Ho-cheong, Alvin
– Representative of the Buildings Department

Ir LAW Hoi-chee, Rachel
– Representative of the Geotechnical Engineering
Office of the Civil Engineering and Development
Department

Mr. LEE Kai-yuen, Chris

Terms of Reference

- 1 To steer the implementation of the TCPRS;
- 2 To review the efficacy of the TCPRS in uplifting the quality of site supervision personnel;
- 3 To review the appeal and/or complaint case(s) under the TCPRS; and
- 4 To consider the industry feedback and any other related matters to facilitate the industry for a wider adoption of the TCPRS.

ZCB Management Board

The CIC-Zero Carbon Park (CIC-ZCP, originally named as Zero Carbon Building (ZCB)) was set up as a company limited by guarantee governed by the Articles of Association under the Company Ordinance (Cap. 622). It is governed by a Board of Directors appointed by the CIC and consists of top green building specialists, engineers and key stakeholders who steer the development of the CIC-ZCP.

Membership

Chairperson

Mr. FU Chin-shing, Ivan

Members

Ir Prof. CHAN Loong, Geoffrey

Ir CHENG Ting-ning, Albert

Ms. CHEUNG Yee-may, Mimi

Dr. IP Chung-man, Tony

Mr. KWOK Chi-wah, Andrew

Ms. KWOK May-han, Grace

Cr MANG Ka-wing, Terence

Ms. SONG Jing, Joy

Ms. TANG Ka-fung, Florine

Mr. WONG Siu-han, Rex

Prof. YIP Cheung-on, Alvin

Ir YU Shek-man, Ringo

Panel

1 CIC-ZCP Sponsorship Vetting Panel

SENIOR MANAGEMENT



Ir CHENG Ting-ning, Albert

Executive Director



Mr. HO Kwing-kwong, Alex

Director - Industry Development



Dr. YANG Wen-wu, Morgan

Director - Hong Kong Institute of Construction



Mr. CHAN Ka-shing, Adams

Chief Information Officer



Ms. CHOI Ying-wai, Rebecca

Assistant Director -
Qualification & Quality Control, HKIC



Ms. IP Wai, Cheryl

Assistant Director - Human
Resources & Administration



Ms. LEE Oi-yen

Assistant Director -
Registration Services



Mr. LEE Po-sang, Isaac

Assistant Director -
Technology Application,
HKIC



Ir Dr. WAN Hon-chi, Stewart

Assistant Director -
Training, HKIC



Mr. WONG Yu-yan, George

Assistant Director -
Industry Development



Ms. YEUNG Sau-ling, Raina

Head of Legal &
Compliance



Ir ZHOU Yan

Assistant Director - Industry
Development (High
Productivity Construction)

SENIOR MANAGEMENT



Mr. CHOW Wai, Barry

General Manager -
Information Technology
(Enterprise Solutions)



Mr. GUO Guanhong, Gordon

General Manager -
Industry Development



Mr. LAU Tsz-lok, Chris

General Manager -
Finance & Procurement



Mr. LEE Man-hon, Hanks

General Manager -
Corporate Communications



Mr. LEUNG Ming-tak, Timothy

General Manager -
Industry Development



Mr. WU Chun-kit

General Manager - Industry
Development, Health, Safety &
Environment (Acting)



Ir AU Wai-yan, George

Principal - Kwai Chung Campus,
HKIC



Ms. CHAN Hong-lay, Connie

Head of Cybersecurity



Mr. CHAN Tsz-yan, Sam

Senior Manager -
Industry Development,
Construction Innovation and
Technology Fund



Mr. CHAN Wai-keung, William

Senior Manager - Estates Office
& Corporate Administration



Mr. CHUI San-loi, Jacky

Senior Manager - Project



Ir JIANG Hao, Eric

Senior Manager - Industry
Development, Secretariat &
Operations

SENIOR MANAGEMENT



Mr. KO Chun-hon, Ivan

Senior Manager -
Trade Testing



Mr. LAI Chi-wai

Senior Manager -
Registration Services



Mr. LEUNG Lap-kei, Chris

Senior Manager -
Industry Development, Digital
Platform



Mr. LO Yuk-kuen, Andrew

Principal -
Sheung Shui Campus, HKIC



Dr. NG Chi-wai, Ron

Principal - School of Professional
Development in Construction,
HKIC (Acting)



Mr. SIN Ka-yang, Terence

Senior Manager -
Internal Audit



Mr. SUN Ka-ngai, Yesh

Senior Manager -
Procurement



Ms. TAM Sze-hang, Priscilla

Senior Manager - Executive
Director's Office



Ms. WONG Man-see, Ellen

Senior Manager -
Industry Promotion



Mr. WONG Wai-lit, Roy

Senior Manager -
Student Affairs, HKIC



Ms. Miranda YEAP

Senior Manager -
Corporate Secretariat



Mr. YIP Ting-fung, Kevin

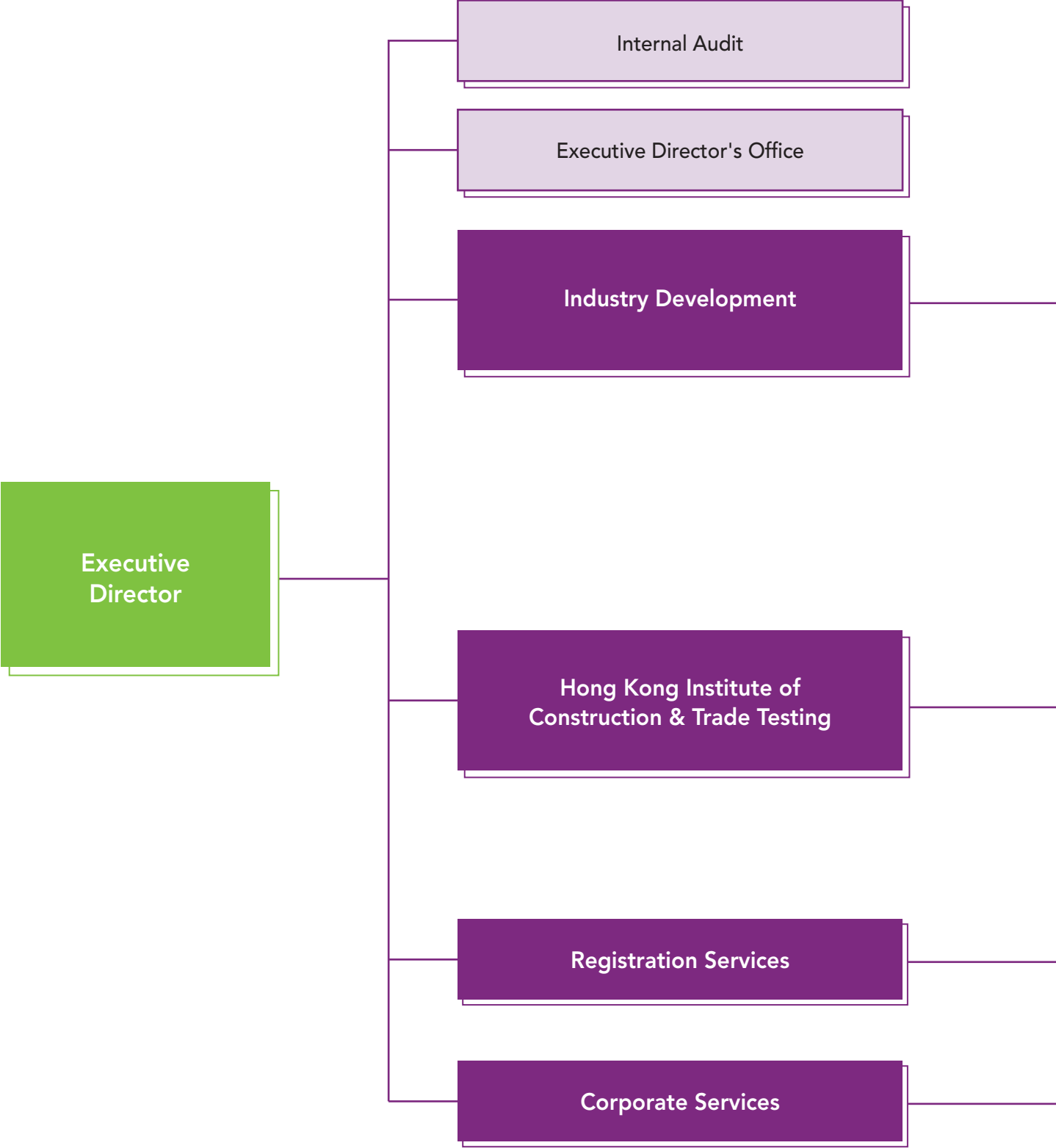
Head of Infrastructure



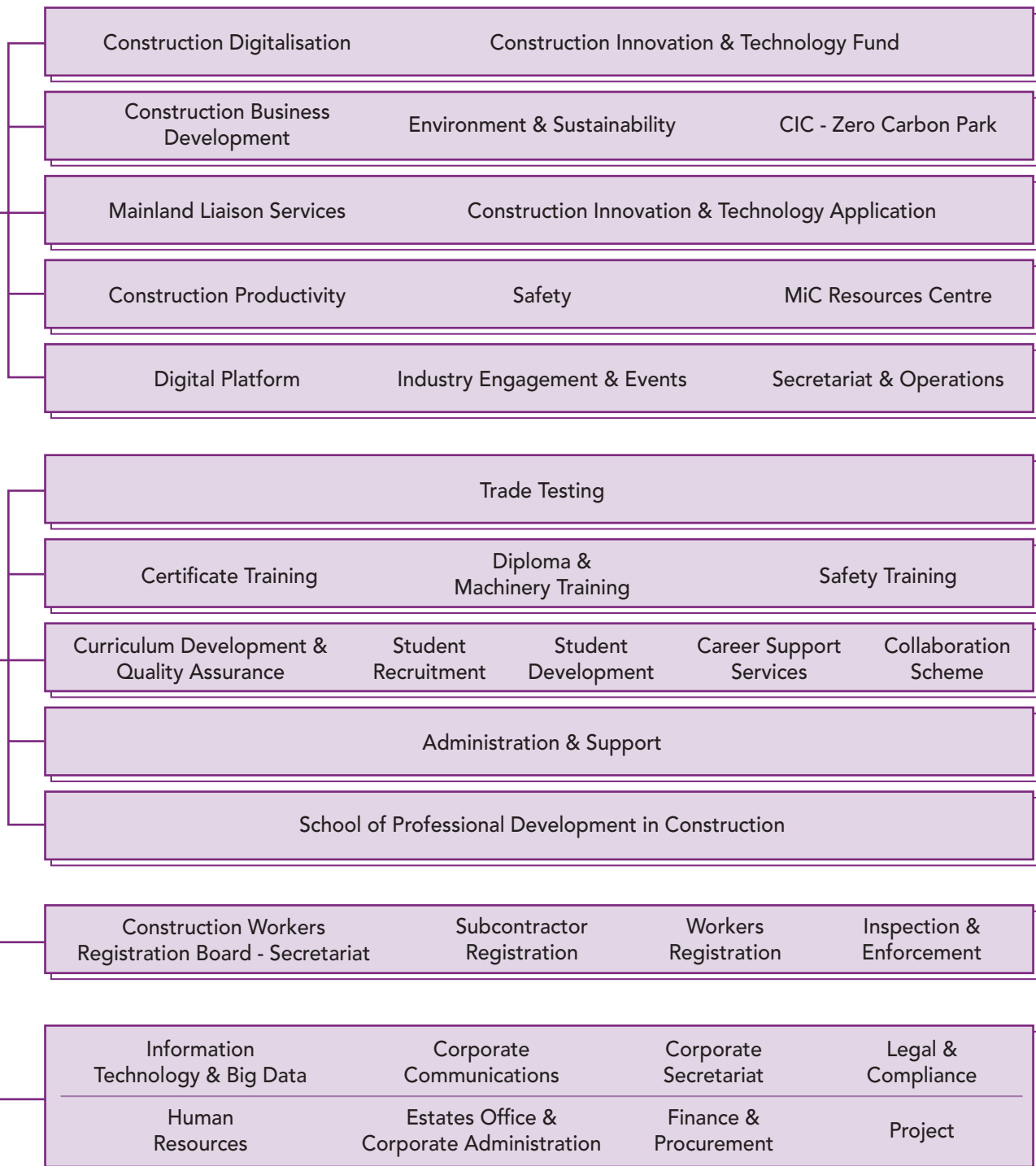
Ms. YIP Yuk-wah, Frances

Senior Manager -
Curriculum Development &
Quality Assurance, HKIC

CIC FUNCTIONAL ORGANISATION CHART



CIC FUNCTIONAL ORGANISATION CHART



OPERATIONAL REVIEW

Construction Digitalisation

The Construction Digitalisation (CD) Department is dedicated to promoting and facilitating the wider adoption of construction digitalisation and related technologies across architecture, engineering, construction and operations, as well as formulating strategies for market transformation and encouraging cross-discipline collaboration within the industry.

To meet the objectives outlined in the CIC's "Construction Digitalisation Roadmap for Hong Kong", the CIC implemented the following initiatives in 2024.

CIC Global Construction Digitalisation Forum and Exhibition 2024



CIC Global Construction Digitalisation Forum and Exhibition 2024

The Development Bureau and the CIC co-hosted the Global Construction Digitalisation Forum and Exhibition (GCDFE) 2024, which took place from 29 to 30 October 2024 at the Hong Kong Convention and Exhibition Centre. The event attracted over 10,000 physical and online visits. The award presentation ceremony of the CIC Construction Digitalisation Award 2024 was also hosted during the GCDFE's Gala Dinner.

The event featured a diverse programme, including forums and exhibitions that showcased the latest cutting-edge technologies and innovative solutions transforming the future of construction, with the aims of driving digital transformation and fostering innovation within the construction industry.



Forum



Exhibition



CIC Construction Digitalisation Award 2024

CIC Construction Digitalisation Award 2024

The CIC Construction Digitalisation Award 2024 recognised outstanding local projects and organisations for their contribution in the promotion and adoption of digitalisation tools and workflows, and in driving innovation aimed at improving productivity, quality, sustainability and safety with measurable KPIs. A total of 29 winning teams were selected through a stringent evaluation process.

The knowledge and experiences of the digitalisation leaders will be shared with the industry through post-award seminars and workshops.

CIC BIM Competition 2024

The 6th CIC BIM Competition has promoted the practical applications of BIM through a collaborative and competitive learning approach among higher education students in construction-related disciplines. The theme of this year's Competition is "Develop a CIC Innovation Academy for higher education students".

The winning team joined the CIC Digitalisation Study Tour to Singapore in September to explore the current and future trends in construction digitalisation through meetings with various organisations, site visits, and participation in the International Built Environment Week (IBEW) 2024.



CIC BIM Competition 2024

CIC Digital Twin Hub

The CIC Digital Twin Hub serves as a collaborative platform featuring an array of technological showcases to facilitate knowledge exchange, nurture talent and inspire innovation in the field of digital twin and construction technology. The CIC Digital Twin Hub comprises four key areas: the Showcase Area, Smart Site Construction Management Corner, Multi-purpose Area and Digital Twin Lab. It offers a variety of functions, such as digital twin experience sharing sessions, guided group tours and advisory workshops.



Sharing session on Digital Twin

Two New CIC Master Classes

The CIC launched the Master Class on Digital Twin on 26 January 2024 and the Master Class on AI for Construction (including LLM) on 26 November 2024, seeing 25 graduates and 30 intakes respectively.

The Master Class on Digital Twin is designed to empower professionals with a comprehensive understanding of the practical applications of Digital Twin technology in construction industry and equip them to effectively leverage this technology in their roles, driving digital transformation within the industry.

The Master Class on AI for Construction (including LLM) focuses on both the theoretical and practical aspects of Artificial Intelligence (AI) in the construction industry. The programme aims to support construction decision makers seeking to harness digitalisation to improve business processes through advanced computation and AI solutions.



Kick-off ceremony of CIC Master Class on AI for Construction (including LLM)

Reference Materials and CIC Beginner's Guide

To continuously develop and enhance standards in Building Information Modelling (BIM) to cater to local industry needs, the CIC published several key documents on 20 December 2024. These include: Reference Materials of BIM Harmonisation for Digital Hong Kong, Reference Materials on BIM for Asset Management and Facility Management and CIC Beginner's Guide on Construction Digitalisation – Cybersecurity.

The Reference Materials of BIM Harmonisation for Digital Hong Kong aims to identify additional information requirements of BIM models, serving both the public and private sectors. The document supports the government's initiatives in developing a Common Spatial Data Infrastructure (CSDI) and Smart City, aligning with the use cases identified in the Report on 3D Spatial and BIM Data Use Case Requirements of the Hong Kong Construction Industry published by the CIC in 2021.

The Reference Materials on BIM for Asset Management and Facility Management serves as a document for practitioners in the construction industry looking to explore the use of BIM for Asset Management and Facility Management (FM). It provides insights, best practices, and recommendations for leveraging BIM to optimise asset performance, enhance FM, and streamline operations throughout the entire lifecycle of a project.

The CIC Beginner's Guide on Construction Digitalisation – Cybersecurity serves as a valuable resource for construction practitioners. It offers valuable insights and practical recommendations for implementing security measures to safeguard sensitive data and ensure uninterrupted operations in digital construction processes.



Reference Materials and CIC Beginner's Guide

Teaching and Learning Kit for BIM Viewer Training

To meet the surging demand for BIM Viewers, the CIC developed a "Teaching and Learning Kit" for BIM Viewer training, which is available in both self-learning and instructor-led formats.

In 2024, a total of 9,201 individuals completed the online BIM viewer quiz and 12,759 BIM Viewer Certificates were issued. Since the launch of the "Teaching and Learning Kit" on 20 October 2021, an accumulated total of 36,581 individuals have completed the online training package and received their corresponding certificates. (Note: Any individual could complete up to four different quizzes for respective BIM viewer software.)

BIM Certification and Accreditation Schemes

In 2017, the HKSAR Government mandated the use of BIM technology for the design and construction of all major government capital works projects with an estimated budget exceeding HK\$30 million, set to commence in 2018 or later. This initiative also aimed to promote BIM technology in private construction projects, leading to a significant increase in demand for BIM personnel and training.

To support the healthy development of BIM in Hong Kong, the CIC has introduced the BIM Certification and Accreditation Schemes (BIMCAS) in 2019 to assess the competency of BIM personnel and ensure the quality of local BIM training courses.

In 2024, there were 88 CIC-Certified BIM Managers (CCBMs), 151 CIC-Certified BIM Coordinators (CCBCs) certified and 158 CIC-Certified BIM Coordinators (Associate) (CCBC(A)s) registered. Since the launch of the schemes, there were 711 CCBMs, 902 CCBCs certified and 359 CCBC(A)s registered by the CIC.

As of 2024, there were 16 CIC-Accredited BIM Manager Courses and four CIC-Accredited BIM Manager Top-up Courses. Moreover, there were 25 CIC-Accredited BIM Coordinator Courses and six CIC-Accredited BIM Coordinator Top-up Courses. There were a total number of 4,091 CCBM course graduates and 3,563 CCBC course graduates.

Way Forward

In 2025, the CIC will launch the “Centre for Future Construction” (CFC), focusing primarily on high-impact training initiatives and supporting the industry in adopting advanced technologies.

The CIC will continue to consolidate training needs from the industry and collaborate with the School of Professional Development in Construction and CD training service providers to offer essential training courses.

In addition, the CIC is set to conduct a comprehensive BIM and CD Survey in 2025. This survey aims to gather critical information on current practices and provide actionable recommendations to enhance the adoption and implementation of BIM and CD. It will focus on assessing the supply and demand for BIM personnel, as well as evaluating their quality.

The expected outcomes of the survey include an in-depth exploration of the implementation of BIM and digital solutions, along with an analysis of the motivations, challenges, and benefits associated with their use.

Additionally, the survey will estimate the supply and demand for BIM personnel in 2025, with forecasts extending from 2026 to 2030.

Finally, it will identify performance gaps, enabling us to recommend targeted training needs to support the industry’s growth.

The CIC will also work with industry stakeholders and relevant government departments to identify and develop quick-win BIM related digital solutions, such as plugins, through consultancy services or R&D projects, and one key focus will be in openBIM by developing the CIC Beginner’s Guide on Construction Digitalisation – Adoption of openBIM, and the openBIM® Quality Platform – Verification, Assessment & Tracking, to harness the power of digitalisation in Hong Kong.

Construction Business Development

To foster a thriving construction market by promoting best practices, the Construction Business Development and Productivity Committee (the Committee) has organised the 2nd CIC Outstanding Contractor Award (OCA) to recognise contractors across various categories for their outstanding performance that can positively influence the industry. Concurrently, the Committee has organised seminars to assist industry practitioners stay updated on New Engineering Contract (NEC). Furthermore, the consultancy study to review and enhance the terms of construction contracts has been finalised, and follow-up on the recommendations has commenced. To drive sustainable development of the industry, collaborative meetings have been arranged to address industry finance issues.

CIC Outstanding Contractor Award

A triennial flagship event of the CIC, the 2nd OCA introduced a new category for Repair, Maintenance, Alternation and Addition (RMAA) Contractors to acknowledge their growing importance and exceptional performance in the industry. Additionally, to demonstrate a commitment to integrity in the construction industry, an integrity management award was introduced for the major contractor category. The presentation ceremony was held on 6 November 2024, during which a total of 23 awards were presented to 12 contractors.



Group Photo of the Guest of Honour, Organising Committee Members and Panel Judges at the OCA Presentation Ceremony on 6 November 2024

Seminars on NEC Engineering and Construction Contract (ECC) and Term Services Contract (TSC)

The Committee, collaborating with the Development Bureau (DEVB) and the NEC, organised seminars on 9 and 18 July 2024, focusing on the latest development in the NEC for public works contracts in Hong Kong. These included briefings on the NEC ECC Hong Kong Edition and NEC ECC/TSC for building projects. Furthermore, in response to the increasing use of NEC4 TSC in Building and Electrical & Mechanical (E&M) Works, the NEC TSC Hong Kong Edition was drafted by NEC and DEVB and launched this year. A co-organised briefing seminar was held on 29 November 2024.



Briefing Seminar on NEC TSC Hong Kong Edition on 29 November 2024

Consultancy Study on Review and Enhancement of Construction Contract Terms

The consultancy study has been completed, reviewing various contract forms commonly adopted in Hong Kong across both public and private sectors. Based on the pain points related to risk-sharing identified in stakeholder interviews, short-, medium- and long-term recommendations were proposed. Additionally, representatives from industry institutions and associations have been invited to provide feedback on the findings and recommendations of the study.

Simultaneously, steps have been taken to implement these recommendations in advance by preparing best practices for change management, final account settlement and sub-contractor management, ensuring fair compensation, timely payments, optimised cash flow, and increased transparency throughout sub-contracting tiers.

Collaborative Meetings and Workshops to Address Industry Financial Issues

Considering the current market situation of the industry, the Committee facilitated meetings and workshops between banking professionals and industry stakeholders to address the financial challenges faced by the industry, identify solutions offered by banks, and explore potential opportunities to improve cash flow within the sector.

Way Forward

In line with one of the focus areas in the CIC's three-year strategic plan, the Committee will continue to explore measures and promote best practices to enhance the business environment, and support DEVB in completing preparatory tasks for the implementation of the Construction Industry Security of Payment Ordinance and provide relevant training for industry practitioners.

Mainland Liaison Services

The CIC has actively liaised with partners in the Mainland China, fostering strong connections and striving to enhance mutual benefits and drive innovation among the construction industry of both regions. In 2024, the CIC concentrated on three key areas: “Technology Exchange”, “Business Matching”, and “Strengthening Ties with the Mainland China”, organising a total of 65 activities related to Mainland affairs throughout the year.

Technical Visits Drives Industry Transformation

Last year, the CIC organised 11 technical visits in the Mainland China in areas such as safety, construction digitalisation and intelligence, construction robotics, and green building. These visits showcased innovative research findings to 280 participating representatives, enhancing their understanding of the latest technological developments in the construction industry of Mainland China. This experience inspired them to consider introducing relevant solutions in Hong Kong, accelerating the technological transformation of our construction industry.



Technical visits

Promote Business Connections and Talent Collaboration

Under the guidance of the Development Bureau (DEVB), the CIC organised three “Hong Kong Construction Industry Job Fairs for Universities in the Mainland”, attracting 112 Hong Kong construction enterprises that offered over 1,260 positions and drew more than 5,000 students seeking jobs or advice. Additionally, the CIC successfully held two National Studies Course for 60 industry leaders, senior executives and young professionals, providing them in-depth insights into the country’s latest development strategies, inspiring participants to seize opportunities for development and actively advocate the integration of Hong Kong’s construction industry into the national development framework.



Hong Kong Construction Industry Job Fairs for Universities in the Mainland



National Studies Course

Strengthening Ties with the Mainland

A total of 49 Mainland visits and exchanges were organised throughout 2024. The CIC participated in the China International Exposition of Housing Industry & Products and Equipment of Building Industrialization (CIEHI), where we introduced CIC and showcased innovative technology solutions and products from the local construction industry to our peers in the Mainland. The CIC also hand-picked information from selected CIEHI exhibitors and curated the “2024 CIEHI Exhibitors (Selected) Booklet”, aimed at fostering exchange and cooperation within the industry, thereby advocating innovation and development in the construction industry.



Participated in the CIEHI

Led by the Education and Science Department of the Liaison Office of the Central People's Government in the HKSAR, the Department of Housing and Urban-Rural Development of Guangdong Province and DEVB, the CIC has also facilitated the establishment of the Guangdong-Hong Kong-Macao Smart Construction Industry Development Alliance as one of the initiators. This initiative is aspired to enhance cooperation and drive high-quality development in smart construction across the three regions.



The establishment of the Guangdong-Hong Kong-Macao Smart Construction Industry Development Alliance

Way Forward

Looking ahead, the CIC will continue to expand its links with the Mainland to promote cooperation within the ecosystem of the construction industry and facilitate the exchange of new technologies. Our goal is to drive the transformation of the industry, ensuring the sustainable development and prosperity of Hong Kong construction industry in the Greater Bay Area.

Repair, Maintenance, Alteration & Addition

The Committee on RMAA (Com-RMAA) aims to foster and support the development of an efficient and healthy Repair, Maintenance, Alteration & Addition (RMAA) industry through comprehensively reviewing and determining the development directions of RMAA works, and enhancing the techniques, management and safety knowledge of the RMAA sector by optimising the existing relevant courses. To effectively develop the broad initiatives of this industry, the Com-RMAA has created four sub-committees on Worker Training, Promotion & Education, Standardisation and Supervision Matters.

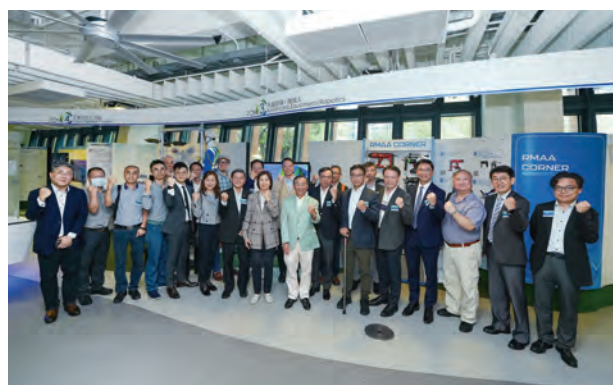
Promotion on Certificate in Repair, Maintenance, Alteration and Addition Courses and Intermediate Tradesman Collaborative Training Scheme

In order to enhance the skill level and safety awareness of workers engaged in RMAA works, the Hong Kong Institute of Construction (HKIC) has organised the two Certificate in RMAA courses. In addition, the HKIC also provides the Intermediate Tradesman Collaborative Training Scheme (ITCTS). Throughout the year, the courses have been constantly reviewed to closely follow the events and needs of the industry and public. The courses and ITCTS combined have trained up 408 graduates and 175 students in training.

To increase the recognition of RMAA courses, promotional efforts have been conducted with Hong Kong Housing Authority, Hong Kong Housing Society, Buildings Department, Urban Renewal Authority, Architectural Services Department (ArchSD), Electrical & Mechanical Services Department (EMSD) and Hospital Authority (HA). In support of the RMAA courses, ArchSD has awarded four open tenders on RMAA term contracts requiring the employment of RMAA graduates. Hong Kong Housing Authority, EMSD and HA have also added similar requirement to their term contracts and are expected to award in 2025. These term contracts will serve as a pilot project, allowing government bodies to evaluate and give feedback on the quality and skills of the workers to help improve on the worker quality and overall industry adoption.

Launching of the Repair, Maintenance, Addition & Alteration Corner

The Repair, Maintenance, Addition & Alteration Corner (RMAA Corner), an exhibition space detailing RMAA industry, was successfully launched on 16 July 2024. The RMAA Corner, located in Construction Innovation and Technology Application Centre (CITAC) in Kowloon Bay, provides insights on relevant market trends, regulatory policies, best practices for engineering management, safety guidelines as well as showcases the latest technological products for the RMAA industry. It also raises the awareness of the public, construction industry professionals and property management companies for enhancing safety standards and promoting positive changes within the industry.



RMAA Corner Launching Ceremony and Guided Tour

CIC Outstanding Contractor Award – RMAA

The prestigious Outstanding Contractor Award (OCA) presentation ceremony took place on the 6 November 2024. This year, to recognise the significant contribution of the RMAA sector to the construction industry, a new contractor category was introduced for this year's OCA specifically for RMAA contractors. These contractors from the RMAA sector had the opportunity to compete for five awards: ESG, Revitalisation, Professionalism, and Corporate Innovation, as well as the Outstanding Contractor Award.



2024 CIC Outstanding Contractor Award – RMAA Contractor Outstanding Contractor Award Winner

Way Forward

The Com-RMAA will continue to develop and enhance the initiatives to improve the long-term development of the industry. Through strategic planning and collaboration, the Com-RMAA seeks to propel the sector towards a safe, professional, sustainable and innovative industry.

Continuing its dedication to excellence, the Com-RMAA will continue to host CPD courses and events to improve the overall safety and knowledge of the industry. Apart from the industry, the Com-RMAA will further improve the RMAA Corner to better educate the public on the industry and promote good practices. By promoting transparency and sharing best practices, the RMAA Corner will continue to cultivate a culture of safety awareness and responsibility among stakeholders.

The Com-RMAA will also work with property management companies to promote the checking of Mandatory Basic Safety Training Courses Certificate before workers access property premises. The verification of certificate aims to ensure RMAA works are conducted with well trained workers, upholding industry best practices and safeguarding the well-being of all involved parties.

The Com-RMAA will also continue to expand the recognition of RMAA courses amongst industry stakeholders, including government bodies, statutory bodies, contractors and property management companies. The Com-RMAA will closely monitor and communicate with stakeholders to better understand and align industry needs with training offerings.

Construction Productivity

In view of the critical challenge posed by an ageing workforce and the anticipated high construction volume in the coming decade, the Construction Productivity Department supports the Committee on Construction Business Development and Productivity (Com-CBD&PRO) in promoting innovation, and facilitates the adoption of modern technologies and construction methods to enhance the industry's productivity and quality.

Sharing Session on Construction Innovative Technology

On 26 March 2024, the Construction Industry Council (CIC) hosted the CIC Sharing Session on Construction Innovative Technology. This event aimed to promote the adoption of cutting-edge technologies in the construction industry through insightful case studies.

The session featured two groundbreaking technologies: acoustic metamaterials and drone inspection and survey technology. Acoustic metamaterials, known for their ability to control sound waves, were highlighted for their applications in noise reduction. Meanwhile, drone inspection and survey technology demonstrated its efficiency in conducting aerial surveys, minimising the need for manual inspections and enhancing safety on construction sites.

Introduced by leading technology solution providers, these innovations showcased their potential to revolutionise construction practices. During the event, users from the construction industry shared their daily operational challenges and discussed how these innovative technologies could address their pain points. The CIC Sharing Session successfully underscored the importance of embracing innovative solutions to drive progress in the construction sector.



Sharing Session on Construction Innovative Technology

CIC R&D Conference 2024

The CIC held the CIC R&D Conference 2024 on 12 December 2024, showcasing the latest research results and practical cases in the construction industry from various teams. This event highlighted three groundbreaking research outcomes.

First, the development of high-strength S690 and S960 steel offers excellent strength and toughness, enabling buildings to be taller and lighter with enhanced seismic resistance. This high-strength steel reduces the overall weight and load on foundations, minimises material usage, and lowers carbon emissions, making it a key component of sustainable building design.



CIC R&D Conference 2024

Second, the development of an Artificial Intelligence Rock Type Classification and Fracture State Characterisation APP for Engineering Applications leverages artificial intelligence in geotechnical engineering. It automates core data processing to improve efficiency and accuracy. Deep learning models analyse core images to identify minerals and geological features, enhancing core cataloging capabilities and productivity.

Lastly, the smart city super application platform, SuperApp, utilises advanced technology to simplify and optimise data processing. It integrates smart Building Information Modelling (BIM) to manage assets comprehensively, supports cities in achieving carbon neutrality goals, and reduces carbon emissions.



CIC R&D Conference 2024

Ongoing Research Projects by CIC R&D Funding

To enhance construction productivity, four new research projects were initiated in 2024, leveraging emerging technologies such as artificial intelligence, robotics and sensors -

- AI-based Interior Fit-out Work Progress Monitoring System (conducted by Chun Wo Construction & Engineering Company Limited)
- JARVIS Pay: Applying a Large-Language-Model (LLM) Powered Digital Twin Platform to Accelerate Project Payment Certification and Payments (conducted by isBIM Limited)
- Automatic site inspection using robotic dog and Landlink Network & Teleoperation of Tower Crane using Landlink Network (conducted by The Hong Kong Polytechnic University)
- Monitoring System for Scaffold Conditions Using Distributed Sensors and Mesh Networks (conducted by B Plus Technology Limited)

Way Forward

The Construction Productivity Department will continue to explore and advance initiatives to showcase best practices in smart offsite construction and site management, explore emerging technologies and advanced materials, and facilitate wider adoption of high productivity construction solutions and construction robots to enhance industry productivity. Practical research projects will continue to be supported to incubate innovative solutions in construction.

Building on the success of the inaugural Construction Innovation Expo (CIExpo) in 2019 and 2022, the third CIExpo will be organised in conjunction with the CIC Construction Innovation Award (InnoAward) Presentation Ceremony in December 2025, promoting innovation adoption within construction industry. The launching ceremony for InnoAward and CIExpo 2025 was successfully held on 30 October 2024.



Launching ceremony of InnoAward 2025

Construction Safety

The Committee on Construction Safety (Com-CSY) has been dedicated to fostering a safer working environment within the industry for years. They have actively promoted and developed various measures to nurture a positive safety culture, offering safety guidelines and training to all stakeholders. With a strategic focus on achieving the vision of “Zero Accident”, the Com-CSY and its three sub-committees—the Sub-committee on Safety Promotion, Sub-committee on Safety Training, and Sub-committee on Safety Technical Issues, continue to discuss and implement initiatives across different areas.



Construction Safety Week 2024 – Kick-off Ceremony and Conference

Construction Safety Week

The CIC and the Development Bureau co-organised the Construction Safety Week (CSW) 2024 under the theme of “Safety for All, 4S Stands Tall”, which aimed to enhance construction safety culture through promoting collective responsibility of stakeholders and adopting Smart Site Safety System (4S). The CSW commenced on 26 August 2024 and ran until 30 August 2024, its activities included Safety Conference, 4S Exhibition, 30th Considerate Contractors Site Award Scheme, Site Visits, Life First Campaign, and more, which had received support from various sectors of the community including professional groups, organisations, trade associations and labour unions.



Life First Campaign



"Walk the Talk, Synergy in Safety" was the theme of Life First Campaign 2024, and it continued to receive great support from the industry with 303 works projects to participate. The Frontline Team Safety Performance Award was newly added this year, to recognise the outstanding safety performance of the frontline management, foreman, safety supervisors, subcontractor representatives and frontline workers.

To continuously promote safety culture in construction industry and extend the caring culture to their families and friends, the CIC invited the winners of Life First 2024 to bring along their families to the Safety Sharing event and enjoy quality family time. It also encouraged the industry to work safely to protect themselves and their families from harm.

12 Life First – Walk the Talk webinars were organised this year on different topics, with a total of over 38,000 participants, to encourage industry stakeholders to implement good practices.



"Life First 2024" promotional campaign

CEO Safety Forum

The CEO Safety Forum was concluded on 11 June 2024, and it received great support of management representatives from the Government, clients, contractors, associations and more than 3,600 online participants. The Forum gathered insights from industry leaders and experts on the topics of safety roles and responsibilities and the adoption of Smart Site Safety System, with our distinguished guests to share good practices on enhancing construction safety in the discussion session, aiming to improve site safety within the industry.



CEO Safety Form 2024

Design for Safety Pilot Run

The CIC has always been encouraging the construction industry to adopt Design for Safety (DfS) in construction projects, aiming to reduce the risks at design stage and ensure the safety of workers during construction and maintenance. The CIC launched the 1st Phase of DfS Pilot Run this year and provided consultancy services to the selected projects to facilitate the proper adoption of DfS management system in their projects.



Design for Safety Pilot Run – Kick-off Workshop



Presentation Ceremony of Plaques for Smart Site Safety System Labelling Scheme

4S Labelling Scheme

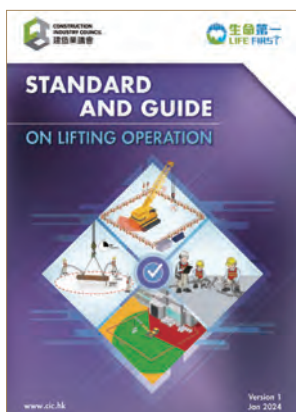
The CIC and the Development Bureau have collaborated to establish the Smart Site Safety System Labelling Scheme (4SLS) to drive the full adoption of 4S in both public and private works in order to further uplift the safety performance of the construction industry. The 4SLS commenced on 20 May 2024, with 673 projects applied and over 530 projects had been awarded the 4S Label as of April 2025.

Survey on Safety Awareness

To gain an understanding of the current safety awareness and culture within the construction industry, the CIC initiated a large-scale survey which aimed to collect views and evaluate stakeholders' perceptions on accident causes, safety publication, training, 4S adoption and other related factors, identify the challenges encountered and explore ways to enhance site safety. The data collection was completed in early November 2024. A total of 2,157 responses were received, including 1,643 responses from frontline supervisors and workers.

Safety Publication and Video

"Standard and Guide on Lifting Operation" and "Standard and Guide on Scaffolding Safety" were published by the CIC in January and August 2024 respectively, to provide a quick reference of industry good practices, roles and responsibilities of key personnel, major risks associated with the relevant operation and innovative technologies, for industry stakeholders to enhance construction safety.



Standard and Guide on Lifting Operation



Standard and Guide on Scaffolding Safety

To enhance the truss-out bamboo scaffolding safety, the CIC produced a series of five promotional videos, namely "What You Need to Know About Bamboo Scaffolding Safety", starring celebrities to share the latest Code of Practice, relevant information, and training in a relaxed manner.



"What You Need to Know About Bamboo Scaffolding Safety" (Safety video)

CIC Master Class in Safety Leadership Culture

With the aim to foster the development and nurturing of safety leadership culture among project directors in the industry, four CIC Master Class in Safety Leadership Culture were held in 2024, which enabled participants to learn from the experience and insights of esteemed industry leaders and acquire practical tools for the implementation of effective safety initiatives.



CIC Master Class in Safety Leadership Culture



Experiential Learning on Site Safety Training Scheme 2024-2025

The Experiential Learning on Site Safety Training Scheme 2024-2025 co-organised by the CIC and the Hong Kong Construction Association came to the 10th year and continued to provide experimental training to undergraduates who are planning to join the construction industry to get well-prepared. The programme features an experiential training on Design for Safety and Modular Integrated Construction in Ma Wan, and a visit at the Safety Experience Training Centre of Hong Kong Institute of Construction. 400 undergraduates are expected to benefit from the Training Scheme.

Way Forward

The CIC will keep elevating the safety culture within the industry and promote the adoption of Smart Site Safety System through a comprehensive and strategic approach, empower all stakeholders, from management to frontline workers, to actively participate in safety initiatives.



"Experiential Learning on Site Safety Training Scheme 2024-25"

Environment and Sustainability

Sustainability has emerged as a critical global imperative, significantly influencing the transformation of the construction industry in recent years. Recognising its growing importance, the CIC is steadfast in its mission to drive the adoption of sustainable practices and advanced technologies that elevate the industry's overall sustainability performance. Through research and the development of specialised tools and reference materials, the CIC provides invaluable support to industry stakeholders. Furthermore, the CIC plays a pivotal leadership role in spearheading the industry to pursue the decarbonisation journey and to implement initiatives aligned with the Hong Kong Government's pledge to achieve carbon neutrality by 2050.

Decarbonisation Strategy

In line with its steadfast dedication to sustainability, the CIC published the leaflet "Decarbonisation Directions for Hong Kong Construction Industry" in May 2024, offering insights into the following three directions:

- 1 Construction Site Electrification and Clean Energy Adoption
- 2 Construction and Demolition Waste Management
- 3 High Productivity Construction and Construction Digitalisation

Leveraging this groundwork, the CIC has commenced three follow-up initiatives in 2024 to translate these directions into actionable outcomes:

- Feasibility Study of Construction Site Electrification and Clean Energy Adoption
- Exploration Study for Reducing Timber and Timber Formwork Waste
- Development of a Material Exchange Platform

Feasibility Study of Construction Site Electrification and Clean Energy Adoption

In pursuit of sustainable innovation, the study focuses on assessing the feasibility and readiness of electrification and clean energy solutions for Hong Kong's construction sites. By evaluating current practices, technologies, policy support and financial viability, the study will deliver practical recommendations to facilitate the transition towards sustainable energy use within the industry. The study is expected to be completed in 2025, offering guidance for a cleaner and more energy-efficient construction industry.

Exploration Study for Reducing Timber and Timber Formwork Waste

Timber waste constitutes one of the most significant waste streams in construction activities, primarily driven by the prevalent use of timber formwork. To tackle this, the CIC has undertaken a study to explore innovative construction methods and tools that can help reduce timber and timber formwork waste. This not only targets reduction in landfill waste but also contributes to minimising overall carbon emissions, underscoring the CIC's commitment to resource efficiency and environmental stewardship.

Development of a Material Exchange Platform

With a view to promoting a circular economy within the construction industry, the CIC is developing a material exchange platform – a digital tool designed to connect sources of construction waste with potential users, including other construction sites, recyclers, and product innovators. To expand the lifespan of surplus and waste materials, the platform facilitates the reuse and recycling of valuable resources in the construction, significantly reducing the waste sent to landfills.

Once fully operational, it is anticipated to become an indispensable resource for advancing resource efficiency in the construction industry.

Smart Waste Management Tool

The Smart Waste Management Tool is a web-based tool that streamlines the tracking and management of construction and demolition waste data. This centralised tool enables all waste data management activities on construction sites, such as input, analysis, approval, verification, and storage, thereby enhancing efficiency in waste management by moving away from tedious manual processes. The tool marks a significant step towards data-driven waste reduction practices.

The tool, available to the industry from April 2024, has garnered positive feedback from users. Throughout the year, extensive webinars and in-person engagement sessions have been conducted to promote its adoption.

To further enhance its usability, the CIC commenced second-phase enhancements to improve user-friendliness. These updates are scheduled for completion in 2025, further empowering the industry to achieve waste reduction goals.

CIC Carbon Assessment Tool

Launched in 2019, the CIC Carbon Assessment Tool (CAT) provides a standardised framework and dataset for evaluating the upfront carbon performance of local construction projects. With the CAT, industry practitioners can estimate project upfront carbon footprints, identify areas for improvement, and implement strategies to reduce emissions effectively.

CIC Green Product Certification

To address the growing demand for sustainable and low-carbon products, the CIC initiated research in 2023 to expand the scope of product categories and update the assessment criteria of existing ones under the CIC Green Product Certification (GPC). Extensive stakeholder engagement has been carried out across the construction value chain and among suppliers from different product categories, ensuring the GPC remains aligned with the evolving needs of the construction industry and the global trend.

The upgraded version of the certification scheme, featuring expanded categories and internationally aligned criteria, is set to be launched in 2025.

CIC Sustainable Finance Certification Scheme

The Sustainable Finance Certification Scheme (SFCS) empowers the construction industry to leverage green finance opportunities to accelerate its transition to sustainable practices. In 2024, the CIC conducted engagement sessions with professionals from the financial and construction sectors, raising awareness and deepening understanding of the scheme. Awareness and practical training sessions were also organised to enhance the scheme assessors' knowledge of sustainable finance and assessment skills.

Recognising the dynamic nature of sustainable finance, the CIC initiated the Study for Enhancement and Repositioning of the SFCS in October 2024. This study aims to align the scheme with the CIC's mission and vision and meeting the needs of the construction industry. The study is expected to conclude in 2025.

CIC Sustainability Strategies

Beyond driving industry-wide sustainability, the CIC is committed to enhancing its corporate sustainability performance. Currently, we are reviewing the overall strategy and performance.

Way Forward

Since its inception in 2018, the CIC Sustainable Construction Award (SCA) has been held every two to three years to recognise exemplary sustainable practices among organisations and practitioners, while also aiming to inspire the younger generation.

In response to the evolving sustainability landscape, the CIC will review and enhance the SCA's criteria to ensure the award aligns with the latest developments in the industry's sustainability objectives.

Modular Integrated Construction (MiC)

As a pivotal component of High Productivity Construction (HPC), Modular Integrated Construction (MiC) has witnessed exponential growth in Hong Kong. Spearheaded by the Development Bureau with strategic support from the CIC, MiC has been successfully established as an industry benchmark through multi-dimensional initiatives: policy formulation, regulatory framework implementation, the Construction Innovation and Technology Fund (CITF) funding schemes, and cross-sector stakeholder engagement.

MiC Resources Centre: Bridging Professional Expertise and Public Engagement

The MiC Resources Centre served over 11,000 visitors in 2024, hosting international technical delegations and becoming a global expertise knowledge hub for modular construction advancements. Our continuously updated database facilitates technical exchanges among Hong Kong, Mainland China, and global partners, while live demonstration units enable the general public to experience MiC's quality advantages firsthand, effectively dispelling misconceptions through tactile learning.

Knowledge Transfer through Seminars and Webinars

The seminar on Hong Kong's first private residential MiC project at 28 Tonkin Street (completed in August 2024) attracted more than 2,000 participants to attend in person and online. The developer, architect, contractor and module supplier of the project presented comprehensive case studies covering project planning, design innovation, modular manufacturing, on-site assembly, and quality assurance protocols, establishing new industry standards.



MiC Seminar

The seamless execution of this project has instilled robust confidence in MiC methodology across the sector. We are committed to accelerating industry advancement and positioning Hong Kong as the gold standard for construction excellence. Our paramount mission is to demonstrate that MiC inherently delivers certified quality assurance throughout the building lifecycle.

As a transformative construction paradigm, MiC's demonstrated success in this flagship project creates compelling incentives for private developers to adopt this approach. This strategic shift will propel Hong Kong's construction industry towards enhanced quality and sustainability targets.

Experiential Learning through Site Visits

To advance industry-wide competency in MiC and maintain technological acuity, the CIC strategically conducted a visitation programme comprising three domestic technical tours and a Greater Bay Area (GBA) manufacturer visit in 2024. These curated engagements brought together key stakeholders including:

- Members of the CIC Committee on Construction Business Development and Productivity
- Project owners from public and private sectors
- Main contractors and specialist subcontractors

Technical Tour Portfolio:

February: Mock-up of Tseung Kwan O Area 72 Fire Services Complex

June: Student Residence at Wong Chuk Hang for the University of Hong Kong (HKU)

December: Cyberport Expansion Project



Factory visit of the module fabrication for project of Fire Station-cum-ambulance Depot with Departmental Quarters and Facilities in Area 72, Tseung Kwan O in Foshan.



GBA MiC manufacturer visit

The CIC conducted an intensive two-day immersion programme in Foshan from 9-10 April 2024, focusing on mission-critical MiC supply chain operations. To understand the capacity, capability, production process, transportation and logistics, quality assurance and quality control procedures, and related areas of the GBA factories.



Factory visit of the module fabrication for the High West Site Development at 142 Pok Fu Lam Road by HKU in Foshan.

Consolidate Industry Implementation Experience to Revamp the Reference Materials

The CIC systematically consolidates industry implementation experience to refine MiC and Multi-trade Integrated Mechanical, Electrical and Plumbing (MiMEP) reference materials, launching an updated Reference Material on Logistics and Transport for MiC Projects in November 2024.

Comprehensive Training Matrix Enhances Talent Nurturing and Capacity Building for Industry Transformation

The 2024 MiC Talent Enhancement Programme marked a milestone with the launch of the pioneering Master Class on MiC Logistics and Transportation Management. The kick-off ceremony of the programme was held on 21 October 2024 with over 1,300 industry professionals engaged in the event. The course was successfully completed on 18 November 2024 with 47 graduates.

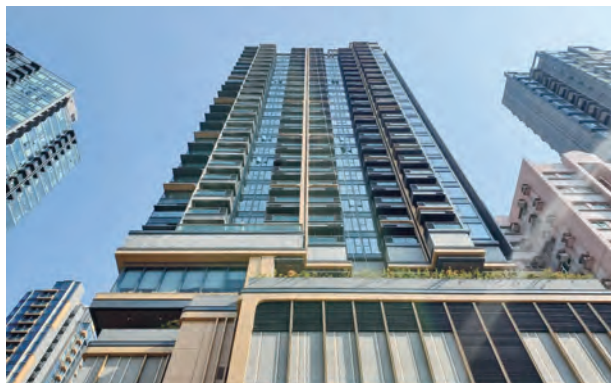
The following MiC related training courses were conducted by the Hong Kong Institute of Construction, and School of Professional Development in Construction in 2024:

- 1 Certificate in Lifting Safety Supervisor;
- 2 Certificate in Modular Integrated Construction (MiC) for Foreman;
- 3 Certificate In Modular Integrated Construction Unit Installation;
- 4 Foundation Certificate in MiC (Lifting, Installation and Disassembly);
- 5 CIC Master Class on MiC Project Implementation (Project Managers) and
- 6 CIC Master Class on MiC Logistics and Transportation Management

Way Forward

2024 marked a pivotal year with more than 50 MiC projects commissioned across Hong Kong, while 100+ major developments entered active construction or planning phases. This high year-on-year growth trajectory demonstrates MiC's rapid market penetration and higher degree of recognition.

MiC and MiMEP offer a more efficient, more sustainable, more productive, and safer approach to urban development of Hong Kong. We remain committed to leveraging HPC technologies to establish Hong Kong as Asia's sustainable construction hub.



1st Private MiC Residential Project in Hong Kong: 28 Tonkin Street Redevelopment Project Completed in August 2024

CIC-Zero Carbon Park

The CIC-Zero Carbon Park (CIC-ZCP) is the home to the first zero carbon building in Hong Kong. Its vision, execution and implementation of low carbon design innovations are forward-thinking and mark a milestone achievement for Hong Kong's construction industry. To this day, its building performance has been continually optimised since its opening in 2012. As a centre for exhibition, education and information, CIC-ZCP aims to promote low-carbon living and advanced green building technologies beyond the industry, into the community. CIC-ZCP aspires to boost the neighbourhood's ecological value, and contribute as a living and breathing piece of infrastructure. With more engagement with the community and industry stakeholders, CIC-ZCP hopes to create a paradigm shift towards sustainable living by becoming a local landmark building, and functioning as a "city lung", breathing new life and clean air into Hong Kong.

Diversified Marketing and STEAM Education Initiatives

CIC-ZCP aims to engage with the industry and community to promote green construction and green living. Various marketing campaigns and education initiatives including New Energy Bus Carnival, ZCP Easter STEAM Carnival, GO Green Go Life: ZCP Low Carbon Green Market, and STEAM Day Camp were launched and received overwhelming responses throughout the year. Also, the first science comic "A+ STEM Force" integrating CIC-Zero Carbon Park as the main story scene, was released to raise public awareness and interest in environmental issues, so as to encourage a low-carbon lifestyle.



Launching of the first science comic "A+ STEM Force" integrating CIC-Zero Carbon Park

CIC-ZCP Outreach Programme

CIC-ZCP organised an abandoned pylon outreach programme to promote zero carbon concept to the community. In collaboration with different sectors, the revitalisation of abandoned pylons in rural areas would extend the concept of sustainable development from CIC-ZCP to the community, and the creativity of the new generation will further introduce new elements to the revitalised pylons.



In collaboration with different sectors to revitalise the abandoned pylons in Aberdeen Country Park

Circular Economy

CIC-ZCP aims to promote the sustainable and circular economy concept in the community in achieving carbon neutrality and organised events including CIC-ZCP x JupYeah Autumn Something sustainable fashion event, Mid-Autumn Upcycled Art Installation partnered with local social enterprise, and CIC-ZCP x PUMA Swap Shop: A Circular Fashion Swap.



Mid-Autumn Upcycled Art Installation partnered with local social enterprise



Being the signature event of Construction Month 2024, "ZCP Drive to Zero Exhibition" collaborated with various industry stakeholders as part of CIC-ZCP's continuous effort to promote low-carbon living

Experiential Landmark

CIC-ZCP continually uplifts its facilities to propel sustainable development and enhance the visitors' experience. The upgraded facilities of CIC-ZCP with the goal of reducing carbon emissions, enhancing energy efficiency, and adhering to the most recent energy efficiency standards.

Construction Month 2024

CIC-ZCP presented the annual signature campaign Construction Month in November. With the theme of "Constructing a Greener Future", the campaign focused on the importance of safety, practising green construction, and sustainable development. Comprising of more than 30 captivating events, the exciting events ranging from ZCP Drive to Zero Exhibition, Green Music Flash Mob, Low Carbon Movie Night, STEAM@ZCP, ZCP Green Heroes Acknowledgement Ceremony to the Construction Experiential Day, offering opportunities for the next generation to learn more about innovative technologies and sustainability in the construction industry.

Way Forward

As a low carbon role model, CIC-ZCP will continue to demonstrate state-of-the-art eco-building design and technologies for promoting sustainability, and explore the enhancement of renewable energy to act. CIC-ZCP will also introduce new marketing initiatives to advocate zero carbon with more engagement with the public and industry practitioners. With a view to creating and maximising synergy, CIC-ZCP will work closely with industry practitioners and provide venue support to events initiated by the industry with the aim of promoting construction sustainability.

Construction Innovation and Technology Application Centre (CITAC)

Global Construction Robotic Day



Global Construction Robotic Conference

The Global Construction Robotics Day was held on 7 and 8 May 2024 to promote the adoption of construction robots. This two-day event included a conference, a technology pitching session, and an exhibition, drawing numerous in-person attendees and significant online engagement. It showcased diverse robotic solutions for various construction tasks, enhancing worker safety and improving production quality.

The conference featured 15 experts - seven from overseas, two from Mainland China, and six local specialists - who shared their insights. A technology pitching seminar highlighted 20 companies presenting their latest solutions. The exhibition included 24 companies and attracted over 360 registered stakeholders, with more than 8,000 visits, demonstrating strong interest in advancements in construction robotics. Exhibitors engaged participants with live demonstrations of their market-ready solutions across applications such as spray painting, floor grinding, wall plastering, measurement, demolition, rebar tying, and façade cleaning.



Global Construction Robotic Day held on 7-8 May 2024

Robotic Training course

To facilitate the reskilling and upskilling of practitioners for the successful adoption and integration of construction robots into the construction process, the CIC organised a pilot course on robotic operator training. Four training sessions, including courses on drones for inspection and wall surface finishing robots, were successfully conducted in September and October 2024. Positive feedback, and valuable insights were gathered from attendees for future improvements. The four training courses equipped a total of 62 frontline industry stakeholders with robotic operation skills, providing them with precious hands-on experience.



Demonstration on Wall Surface Finish Robot



Hands-on Experience on flying drones

Smart and Sustainable Study Tour – Finland and Netherlands

The CIC organised the Smart and Sustainable Study Tour to Finland and the Netherlands in 2024. An 18-member delegation participated in the trip to explore the latest advancements in sustainable practices, digitalisation, industrial construction, smart facilities management, and reclamation technologies.



Visit to Oodi Library in Helsinki

In Finland, the tour visited Flow Modules in Helsinki, known for its advanced prefabrication techniques, and EcoUp, which focuses on reducing CO emissions through innovative recycling methods. Delegates gained insights into automation in housing construction from Admares, along with smart technologies at the VTT Technical Research Centre. In the Netherlands, they examined The Green Village at TU Delft and the Zuidas-Zuidasdok project, emphasising sustainable innovations and urban development. The Study Tour fostered exposure to advanced building technologies, collaboration with international counterparts, provided valuable insights into European architectural innovations, and facilitated knowledge sharing on ongoing infrastructure projects in Hong Kong.



Visit to Flow Modules's Prefabricated Construction



Tour to Shenzhen Robotic Companies

Promote Implementation of Construction Innovation and Technology

To promote the adoption of innovative technologies, CITAC proactively engaged with industry stakeholders to identify their challenges and needs. In response, CITAC organised a range of outreach activities, including pitching sessions, site visits and company tours, to cultivate suitable technology partnerships. In 2024, a tour of robotic companies in Shenzhen, the HKIA Innovation Lab, and a robotic tour in Guangzhou were conducted to facilitate exchanges between industry practitioners and technology ventures.

Way Forward

To further advance the promotion of Construction Robotics and achieve the objectives of wider adoption, Construction Robot Competition and Exhibition is scheduled to take place in 2025. This significant event will feature competition, forum, pitching session and showcasing construction robot for industry practitioners and students.

Hong Kong Institute of Construction

Hong Kong Institute of Construction (HKIC) has always been dedicated to nurturing outstanding talent for the construction industry. With the rapid development of industry transformation and innovative technology, HKIC continuously takes the initiative in innovation and optimises its curriculum to actively respond to the urgent demand for professional talent in the industry.

Training

For the Academic Year 2023/24, HKIC set a training target of 15,700 (including intermediate and senior tradesman), ultimately achieving the goal with an enrollment of 14,701 and a graduation number of 18,611. In view of the continued demand for manpower in the construction industry, HKIC will provide no fewer than 12,000 training places for training new entrants and upgrading intermediate and senior tradesman in each subsequent academic year.

Technology Applications

Launch of Professional Certificate in Robotic Welding Application

HKIC's first robotics programme, named the "Professional Certificate in Robotic Welding Application" was launched in October 2024, to address the growing demand for robotics expertise in the construction industry, and prepare students to grasp new opportunities for high-tech positions. Nine students were graduated from the inaugural class. Through practical training, students obtained hands-on experience in advanced robotic welding technologies and enhanced their competence and confidence in operating automation tools.



Students of "Professional Certificate in Robotic Welding Application" Programme are practising at workshop

Incorporation of Multi-trade integrated Mechanical, Electrical & Plumbing (MiMEP) into Plumbing Programmes

HKIC incorporated MiMEP elements into the existing plumbing curriculum. Through the development of Building Information Modelling (BIM) tools, students can improve visualisation and master project planning skills. Dedicated training workshops were established in Sheung Shui Campus to simulate real-world work scenarios. Instructional videos were also produced to support flexible and efficient learning.



Incorporation of MiMEP Elements into Plumbing Programmes

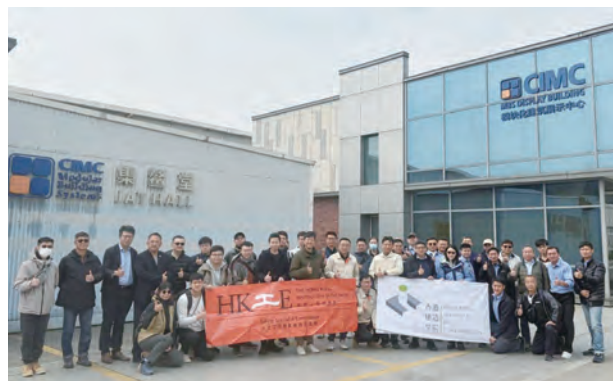
Apart from learning at classroom, under guidance of lecturers, students experienced and learnt the on-site applications of BIM and AR technologies at the construction site of Centre for Future Construction (CFC) on the 3rd Floor of the Kowloon Bay Campus. Students could earn real-world construction experience to learn about actual site conditions and apply innovative technologies in the construction site.

Articulation to Universities

One of the goals of enhancing the Advanced Diploma programmes is to enable graduates to articulate to university education. In November 2024, eight graduates from the first cohort of revamped Advanced Diploma programmes were successfully progressed to different universities.

Peers Exchange

HKIC encourages exchanges and keeps its staff and students abreast of industry development in the region. Management, teaching staff and students of HKIC undertook different exchange activities in 2024, including visiting five colleges in Guangzhou to learn about local campus facilities and teaching methods, and discuss potential collaboration. Students also visited material production factories, robotic applications and prefabrication production facilities in Greater Bay Area, in order to enhance their understanding of advanced construction technologies.



Instructors from Kwai Chung Campus, along with the Hong Kong Institution of Engineers, visited MiC and MiMEP factories in Xinhui and Jiangmen



Peer exchange in Greater Bay Area

Promotion of Construction Safety

Introduction of Smart Site Safety System (4S)

To facilitate the development of 4S, HKIC completed the installation of 4S in March 2024 and it is now in use at the Tai Po Training Ground and Kwai Chung Safety Experience Training Centre. This includes the installation of basic equipment such as smart locks and smart safety monitoring alarm systems, which are used for teaching demonstration and to ensure the safety of students during their training.

Besides, the outdoor training ground successfully completed several tasks related to innovation and the system, including:

- AI cameras to identify and monitor danger zones, such as areas near mobile machinery
- Crane rope monitoring system for tower cranes to ensure safety and efficiency of crane operations
- Tower crane foundation monitoring system to continuously monitor the structural integrity
- 360° monitoring to provide comprehensive and real-time oversight of mobile machinery
- Exoskeleton, a wearable robotic technology, enhances human strength and endurance



360° monitoring for mobile machinery

HKIC will continue to optimise and purchase various 4S facilities to achieve higher safety standards. Additionally, the course has been incorporated 4S elements and is continuously being optimised.

The Safety Experience Training Centre at Kwai Chung Campus has installed an immersive virtual reality system for safety course experience and the feasibility of using other latest virtual technologies in safety course training is under review.



Safety Experience Training Centre – Virtual Reality Immersive CAVE System

Enhancement of Safety Training Course Content

Apart from promotion of 4S development, HKIC launched the Safety Training Revalidation Course for Construction Workers of Specified Trade – Concretor in August 2024 to meet the need of the industry.

Recent fatal accident case studies were continuously incorporated and updated in the course content of all safety training programmes which allows students to investigate the causes and prevention measures in order to enhance their safety awareness.

Develop Good Safety Practice and Enhance Safety Awareness

The Safety Model Student campaign was organised at Kwai Chung Campus in 2024. In addition to raising students' safety awareness and recognising students as safety role models, it can also promote a safety culture in campus.



Safety Model Student Campaign

Enhancement Training

Besides trade skills training, various seminars and workshops were organised for students to enhance their industry knowledge. The topics covered occupational safety, new technologies and products, such as innovative mortar technology, cordless dust abatement tools and 3D laser scanner.



Talk on innovative product

Construction Industry Sports & Volunteering Programme (CISVP)

HKIC actively participated in the CISVP activities. There were 649 Instructors and students participated in the Construction Industry Lo Pan Rice Campaign 2024. Staff and students from Kwai Chung Campus visited the Li's Mansion in Kuk Po Tin Sum Village to paint and repair the ceiling and wooden beams, and to pave a cement road, contributing to the preservation of historical buildings and promoting sustainable rural revitalisation.



Preservation of historical buildings

Way Forward

In 2025, after the completion of the Centre for Future Construction (CFC), students from various programmes will learn and experience innovative technology at the CFC.

In 2025, training grounds plan to purchase EV mobile machinery for upgrading operator training and will continue to set up and enhance the 4S incorporated into practical training.

To facilitate training for the WorldSkills Competition in 2026, Sheung Shui Campus and Lam Tei Training Ground will set up WorldSkills Competition training base to simulate the competition environment where contestants will be able to get into the competition mode easily during training.

Sheung Shui Campus plans to launch S960 Welding Robotic programme and painting robotic programme to integrate robotics into construction industry and practical applications.

School of Professional Development in Construction

School of Professional Development in Construction (SPDC) is the professional education arm of the HKIC and it is established to provide professional and continuing education pathways for industry practitioners in construction. SPDC aims to drive Construction 2.0 and actively offer innovative and continuous professional development training programmes for young professionals and frontline managers (including supervisors). SPDC's training programmes cover four areas: Building Information Modelling (BIM), Modular Integrated Construction (MiC), Construction Management, and Construction Technology and Quality.

Professional Training

SPDC developed a number of signature programmes in 2024, namely Future Construction Excellence Programme, CIC Master Class on MiC Logistics and Transportation Management and CIC Master Class on Digital Twin. In order to facilitate the development of the industry, SPDC also launched several BIM and Management programmes, including Certificate of BIM Use in Drawing Generation (Superstructure, Foundation & Demolition Plans) – Revit, Building Information Modelling (BIM) in Plumbing and Drainage – Revit, Building Information Modelling (BIM) Basic Course in Rebar Bending & Fabrication - Tekla Structures, Certificate in Leak Detection on Water Mains (Refresher Course) and Shotfirer Refresher Training Course.



Professional Training (BIM Programmes)



Professional Training (Management Programmes)

Marketing Promotion

SPDC keeps exploring more promotional channels, such as increasing the use of social media platforms for promoting programmes, and disseminating the latest programme information via industrial network and professional associations, to reach our target audience – young professionals and frontline management and supervisory personnel.

	Master Classes	BIM Programmes	Construction Management Programmes
No. of Enrollments	492	5,521	2,082
No. of Programmes Offered	8	42	48
No. of Classes Offered	15	115	86
No. of New Programmes	3	3	2

Important Events

SPDC actively participated in various major events last year, including the Hong Kong Trade Development Council Education & Career Expo 2024 and the CIC Global Construction Digitalisation Forum and Exhibition 2024, supporting the CIC and HKIC in exemplifying the essences of Construction 2.0, namely Innovation, Professionalisation and Revitalisation. Besides, our management staff participated in the Future Construction Excellence Programme and Singapore Study Visit, continuously strengthening their professional competence to make SPDC the premier institution for continuing education for construction professionals in Hong Kong.

Collaboration with Industry Stakeholders

SPDC closely collaborates with different stakeholders to maximise the synergy created and brings contributions to the construction industry. SPDC provided training programmes in collaboration with Government departments such as the Civil Engineering and Development Department, the Electrical and Mechanical Services Department, and the Water Supplies Department, and associations such as Hong Kong Bar-Bending Contractors Association, The Hong Kong Federation of Electrical and Mechanical Contractors Limited, and Hong Kong Plumbing & Sanitary Ware Trade Association. SPDC offered the Future Construction Excellence programme, CIC Master Class programmes, and BIM programmes in partnership with Industry Development of the CIC, to meet the great demand of the industry. In addition, SPDC collaborated with HKIC to organise the STEAM x BIM Competition 2024 to sow the seeds for the industry.

Way Forward

SPDC aims to make CIC Master Class series a must-have programme for the emerging construction professionals, in collaboration with local tertiary institutions upon a holistic review on the Master Class programmes. With the commissioning of the Centre for Future Construction (Centre) in 2025, SPDC will engage more HKIC programmes in utilising the Centre resources to enable HKIC students to better understand the future construction technologies, inducing a stride forward towards "Construction 2.0".

Curriculum Development & Quality Assurance

The Curriculum Development & Quality Assurance (CDQA) Department plays a vital role in ensuring programmes of HKIC to meet high standards of quality and relevance. In addition to helping HKIC set up and shape its quality assurance (QA) mechanism, steer curriculum revamp of its programmes to meet Qualifications Framework (QF) requirements, requirements and manage necessary documentation to prepare for QF accreditation exercises, CDQA Department also provides training to HKIC staff on QA and QF matters.

Programme Area Accreditation

HKIC has sought QF accreditation for its various programmes from Hong Kong Council for Accreditation of Academic & Vocational Qualifications (HKCAAVQ) every year since its establishment in 2018 through 2023. By 2024, there was a total of 37 HKIC qualifications on the Hong Kong Qualifications Register (HKQR), ranging from QF Level 2 to Level 4.

As HKIC has passed all previous Learning Programme Accreditation (LPA) exercises without any pre-conditions or requirements, it fulfilled HKCAAVQ's eligibility criteria to apply for Programme Area Accreditation (PAA). In 2024, HKIC reached another milestone and formally submitted an application to HKCAAVQ for PAA at QF Level 3. It is anticipated that site visit by the accreditation panel will be held in March 2025 and the panel result will be released in June 2025.

Upon the successful accreditation, HKIC may develop and operate programmes within the approved scope of programme areas at QF Level 3 or below without undertaking LPA or re-LPA by HKCAAVQ.

To better prepare for the PAA, HKIC has introduced an “Internal Programme Area Assessment” (IPAA) mechanism to conduct a self-evaluation. Reference was made to the accreditation standards of PAA conducted by HKCAAVQ. The IPAA panel was composed of professionals outside of HKIC to provide objective and independent opinions. The panel meeting was held in November 2024 and concluded that HKIC was able to demonstrate the staff expertise, resources and QA mechanisms are commensurate with the scope of the PAA to be applied. A total of six recommendations were proposed to help HKIC strive for excellence and continuously improve its quality and service.

Programme Development and Revamp

HKIC is committed to developing new programmes and revamping current ones to cater for industry development and manpower needs. With the rapid transformation and digitalisation of the industry, HKIC has developed new technology-related programmes in 2024, such as Professional Certificate in Robotic Welding Application, BIM Basic Course in Rebar Bending & Fabrication – Tekla Structure, and Master Class on AI for Construction (including LLM). Construction safety remains the top priority for the industry. In addition to the various safety-related programmes currently being offered, HKIC developed a new Safety Training Revalidation Course for Construction Workers of Specified Trade – Concretor in 2024. HKIC has also revamped seven of its current programmes to meet the requirements of QF.

Trainings on Quality Assurance and Qualification Framework

HKIC arranges various QA and QF related training for its staff from time to time. In 2024, a total of 29 relevant training activities has been arranged for more than 1,000 participants. Relevant training topics included: “outcomes-based” curriculum design, assessment design and grading, QA mechanism of HKIC, HKQF (conducted by representatives from Qualifications Framework Secretariat (QFS)), and PAA (conducted by representatives from HKCAAVQ), etc.

Way Forward

While HKIC would continue to develop new programmes to address industry needs, upon the successful application of PAA, it plans to revamp annually 10 to 15 existing programmes to meet the requirements of QF. Separately, HKIC would conduct a pilot project with QFS to explore feasible solutions for establishing Vocational Qualifications Pathways (VQP) under the Qualifications Framework (QF) for the construction industry.

The Construction Industry Council Approved Technical Talents Training Programmes

HKIC started to launch the Construction Industry Council Approved Technical Talents Training Programmes (CICATP) in 2019. CICATP articulated with the Part-time programmes of Professional Diploma in Construction for Specialist Trades and Diploma in Construction in Academic Year 2022/23.

CICATP fosters HKIC’s graduates to become knowledge-based skilled technical personnels through a comprehensive solution integrating on-the-job training, trade skills enhancement and assessment, and soft skills, safety training as well as technology and innovation education. To train more new blood and upskill the graduates’ technical standard, HKIC obtained the great support and funding from the Government and provided 620 training places per year under CICATP since Academic Year 2022/23. The number of trades covered in the scheme was 26, covering all trades under the Enhanced Construction Manpower Training Scheme (ECMTS) for nurturing skilled workers.

It is expected that through the CICATP, more talents can be trained up with both skills and qualifications to meet the manpower demands of the construction industry.

Student Recruitment, Student Development and Career Support Services

In 2024, HKIC proactively recruited students, assisted them with job placement while providing them with moral and civic education.

Student Recruitment

Enhancing the efforts on training local workers and recruiting youngsters to join the construction industry, HKIC has been adopting multi-pronged publicities and promotion strategies, not only to expand the source of recruitment but also to build up the brand image of HKIC.

Apart from holding recruitment activities at campuses regularly, HKIC also actively participated in different education and career exhibitions, including the Education and Careers Expo 2024 at Hong Kong Convention and Exhibition Centre in January 2024. The theme was innovative technologies in the construction industry, focusing on robotics and safety, to promote new programmes and training directions offered by HKIC. HKIC also joined the Information Expo on Multiple Pathways 2024 organised by the Education Bureau and the Building a Multicultural Workplace Job Fair organised by the Labour Department to promote the Full-time Year-long and Full-time Short programmes of HKIC in various ways.

In addition, HKIC held Information Days in March and June at the Sheung Shui Campus and Kowloon Bay Campus, inviting DJs Ms. YUEN Siu-yee and Ms. LEUNG Ka-kei to serve as hosts. Mr. George AU@P1X3L and artist Mr. Deep NG, along with alumni and students from HKIC, shared their journey of pursuing their dreams to encourage young people to join the family of the construction industry. The events attracted extensive media coverage and enhanced public awareness of HKIC.



Information Day attracted extensive media coverage



HKIC participated in Education and Careers Expo 2024

To enhance the young, energetic, professional and innovative image, HKIC produced a new promotional video featuring Mr. George AU@P1X3L, along with alumni and lecturer from the HKIC. The video was broadcasted on various channels, including TV, online and outdoor large TV screens. The online outreach received positive feedback, reaching over 1,980,000 views and over 6,200 likes. HKIC also launched its first 3D naked-eye promotional video in June, featuring HKIC students. The video was broadcasted on outdoor large TV screens in Tsim Sha Tsui, Causeway Bay, and Mong Kok with daily traffic of approximately 500,000. HKIC completed the enhancement of its website in March and launched its Facebook and Instagram platforms in June for enhancing brand image and attracting the attention of more potential students and young career changers. Analysis of the enrollment age for Full-time Year-long programmes for the Academic Year 2024/25 showed an upward trend towards younger students compared to last year, indicating that the promotion was effective.

OPERATIONAL REVIEW

In addition, HKIC invited Mr. KHAN Jahangir, a Pakistani football player of Hong Kong team and Mr. Vivek MAHBUBANI (Ah V), an Indian stand-up comedian to promote HKIC's Full-time Short English programmes for ethnic minorities and promote diverse culture at HKIC.

School Promotion

Promotion to secondary schools remains one of the key focuses of our student recruitment events. HKIC promoted the Full-time Year-long programmes and the Construction Pathway Project (CPP) to secondary school students and teachers through more than 120 on-site talks, activities and visits to the HKIC campuses with over 6,000 participants including Principals, teachers, students and parents, served. Funded by the Development Bureau and coordinated by HKIC, "STEAM UP" Project was launched to provide a set of STEAM teaching and learning materials dedicated to the construction industry for Primary four to six and Secondary School students and teachers. The project aims to introduce the professionalism and development of the construction industry to the public, thus attracting more newcomers to join the industry.



Promote Full-time programmes to secondary students through various activities



HKIC coordinated "STEAM UP" Project

In line with the Hong Kong Education Bureau's promotion of STEAM education for primary and secondary schools, HKIC has been promoting the construction industry and strengthening its brand through a series of activities of the "STEAM Alliance" to secondary schools. This initiative aims to encourage more young people to enroll in HKIC programmes and join the construction industry in the future. The two signature events included Construction x STEAM Summer Camp 2024 and STEAM x BIM Construction Model Design Competition 2024.



Group photo of Construction x STEAM Summer Camp 2024

During summer holiday, the "Construction x STEAM Summer Camp 2024" where a competition to assembly fantastic humidifier was organised. The number of participants hit a record high with particularly enthusiastic response. With the guidance of HKIC instructors, students utilised craftsmanship skills in joinery, electrical installations, and painting learned to design and create their unique humidifiers. The students' works received high praise from judges. A number of the participating teams expressed their hope to participate in the STEAM Summer Camp again and will recommend it to other students. Alternatively, the STEAM x BIM Construction Model Design Competition 2024 successfully took place in December 2024. The entries combined the theme of Luxury Glamping, with the concept of Modular Integrated Construction (MiC), Building Information Modelling (BIM) software, and 3D printing model making, and received high praise from the judges and guests. The winning entries will be exhibited at the Education Bureau Kowloon Tong Education Services Centre and the Education and Career Expo 2025 and will also be displayed on different occasions.

Whole-person Development

In addition to mastering professional craft skills and industry knowledge, HKIC also encouraged students to participate in various physical training activities and sports competitions, with the purposes of enhancing student's personal fitness, promoting physical and mental well-being, and cultivating a spirit of teamwork. Numerous competitions were organised for students to participate, including the Construction Industry Basketball League 2024 and the Construction Industry Football League 2024 under the Construction Industry Sports & Volunteering Programme, the Hong Kong Rowing Indoor Championships 2024, the Jockey Club Water Sports 4 All Programme Inter-School Indoor Rowing Invitational Competition 2024 and the Sha Tin Dragon Boat Race 2024, etc., Students achieved outstanding results. The major awards include:

- Champion, first runner-up, and second runner-up in College Boys' 500m Rowing, and Champion in College Boys' 4x500m Rowing Relay of the Jockey Club Water Sports 4 All Programme Inter-School Indoor Rowing Invitational Competition 2024
- First runner-up in the Elite Challenge Cup 4x500m Relay of the 20th Youth College Anniversary Indoor Rowing Competition
- First runner-up in the Construction Industry Council Hip Seng Caring Committee Cup, first runner-up in the Sha Tin Reunification Cup, and fourth place in the Ling Yui Cup of the Sha Tin Dragon Boat Race 2024
- First runner-up in the Sanfield 50th Anniversary Cup of the Sanfield 50th Anniversary Friendship Basketball Invitational
- First runner-up in the Gold Cup of the Construction Industry Basketball League 2024

To cultivate students' caring spirit, HKIC has invited local social service organisations and non-profit making organisations to jointly arrange project-based volunteer training and volunteer service opportunities for students, including visiting elderly singletons, and assisting in computer recycling with the aim that the underprivileged in the community can be benefited.

Furthermore, to enrich students' learning experiences, HKIC has invited several CIC Fellows, including Ir POON Lock-kee, Rocky, Chairperson of the Organising Committee of the CIC Outstanding Contractor Award 2024; Ms. WONG Yuek-lan, Eliza, member of the CIC's Audit Committee; Ir CHAN Chi-chiu, former Chairperson of the CIC's Committee on Registered Specialist Trade Contractors Scheme; and Mr. YU Kam-hung, member of Committee on Registered Specialist Trade Contractors Scheme, to share their life and career development experiences with students, inspiring them to prepare for future success in their personal and career development.



HKIC Dragon Boat Team



HKIC Indoor Rowing Team



Project-based volunteer training



CIC Fellows Sharing Session



Whole Person Development Talk on Japan Prefabricated Construction and Transit Oriented Development

Promote a Sense of Craftsmanship

For nurturing students' sense of craftsmanship – “To dedicate • To excel” for their study and work, HKIC not only incorporates elements of craftsmanship into the teaching materials and assessment for Whole Person Development modules, but also invites industry leaders from around the world to share their cutting-edge knowledge and experiences. In 2024, HKIC invited experts from Guangdong No.1 Construction Engineering Co., Ltd. to deliver a talk on Inheritance, Integration, Construction and Development of Lingnan Architecture in Guangzhou Area. Also, a visiting professor from Tokyo University of Science and an expert from NIKKEN SEKKEI were invited to share on the topic of Japan Prefabricated Construction and Transit Oriented Development. A visiting professor from South China University of Technology was invited to deliver a talk on Vocational and Professional Education and Training for the Construction Industry and Digital Construction Technology and share experience on Worldskills Competition (Digital Construction). These talks strengthened students' professional knowledge, inspired them to pursue excellence, and applied craftsmanship in their studies and future career.



Whole Person Development Talk on Vocational and Professional Education and Training for the Construction Industry and Digital Construction Technology

WorldSkills Competition

HKIC sent seven competitors to participate in Concrete Construction Work, Joinery, Painting and Decorating, Plumbing and Heating, Wall and Floor Tiling, and Welding of the WorldSkills Lyon 2024. The competitors in joinery and welding earned the Medallion for Excellence, achieving the best performance in HKIC's history.



Whole Person Development Talk on Inheritance, Integration, Construction and Development of Lingnan Architecture in Guangzhou Area



CHOW Lok-yin (Left) and FONG Chun-yin (Right) won the Medallion for Excellence in Welding and Joinery respectively

Furthermore, HKIC fostered collaboration with training bases in mainland China. In 2024, HKIC signed Memoranda of Understanding with the Guangzhou Light Industry Technician College, Chongqing Senior Technical School of Architecture, and Guangdong City Technician College. This deepened collaboration with training bases in various skills competitions in China, enabling the competitors to participate in intensive training and exchanges to enhance their competitiveness. HKIC arranged the competitors to participate in exchange competitions across various regions, allowing them to gain practical experience and build confidence. To prepare the competitors to represent Hong Kong in the WorldSkills Competition, HKIC not only arranges extensive training camps in mainland China and participation in diverse exchange competitions, but also provides a range of soft skills training, including sports psychology workshops, to help the competitors to develop strong psychological mental resilience, enhance their overall skills level and competitiveness. Additionally, the Gold Medallist in Joinery of WorldSkills Lyon 2024 and his trainer were invited to host a sharing session “Crafting Dreams, Winning the Future” at Sheung Shui Campus, sharing their training and competition experiences with students and staff.



HKIC sent seven competitors to participate in the WorldSkills Competition, (from Left) CHAN Chun-hei for Concrete Construction Work, CHAN Chun-ting for Plumbing and Heating, TSANG Hei-lam for Concrete Construction Work, DAI Ka-chun Stephen (Back) for Wall and Floor Tiling, FONG Chun-yin for Joinery, Chow Lok-yin for Welding and WU Yunfan for Painting and Decorating

Promote National Identity

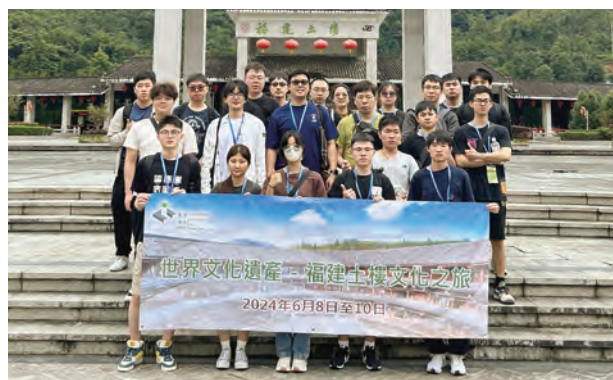
To strengthen students' sense of belongings towards our country and raise awareness of national security, HKIC continued to provide national education in collaboration with the Hong Kong Army Cadets Association for Full-time students in 2024, including seminars on Symbolic Significance of the National Flag, Emblem, and Anthem and National Security Education Day: Holistic Approach to National Security.

Besides, students of Full-time Year-long programmes were encouraged to join the HKIC Flag-raising Team with the provision of structural training on the flag-raising and foot-drill. They served as flag-raisers and flag-bearers in flag-raising ceremonies organised by the CIC and HKIC, and thereby enabling students to develop a sense of national pride and to demonstrate their patriotism.

Meanwhile, HKIC organised a study tour titled Discovering World Heritage: Fujian Tulou Cultural Tour for students of Full-time Year-long programmes. Through visits in Xiamen and Zhangzhou, Fujian, students gained firsthand insights into the country's development from historical, cultural, and heritage preservation perspectives, broadening their horizons and strengthening their identity and pride in traditional Chinese culture.



Flag-Raising Ceremony Commemorates 27th Anniversary of the Establishment of the HKSAR



Discovering World Heritage: Fujian Tulou Cultural Tour

Career Support Services

HKIC continuously offers graduates a wide range of employment services and training opportunities. It is also committed to expanding Approved Technical Talents Training Programmes (CICATP) and helping students develop their strengths to enter the construction industry. The success of HKIC relies on the support and trust of the industry over the years. Deepening industry collaboration can help students build networks and understand industry developments. The Employers Appreciation and 4th Outstanding Alumni Award Presentation Ceremony and Pledging Ceremony of WorldSkills Competition 2024 was successfully held on 20 August 2024, to appreciate the employers who staunchly supported HKIC throughout the year and to congratulate alumni on their outstanding achievements. To strengthen the link with the Guangdong-Hong Kong-Macao Greater Bay Area (GBA), an industry promotion and recruitment event at the Guangdong Talent Hub was held with the staunch support of the CIC on 10 and 11 November 2024, over 60 organisations, universities and employers participated in this event.

HKIC offers a wide range of career counselling services to graduates. Various activities, including Student Site Practice Scheme, Build Your Life Mentorship Programme, placement related workshops, placement or career talks, employers/association/alumni sharing sessions, site visits, job fairs, mock interviews, were organised for preparing students to join the construction industry. In 2024, HKIC held 87 employer sharing sessions, receiving approximately 2,400 participants. With full support of our industry partners, the employment rate of our Advanced Diploma graduates continues to keep at 100%, which proves the success of our programmes.



HKIC Graduation Ceremony 2024



Employers Appreciation and 4th Outstanding Alumni Award Presentation Ceremony and Pledging Ceremony of WorldSkills Competition 2024



An industry promotion and recruitment event at the Guangdong Talent Hub

Collaborative Training

In addition to providing Full-time and Part-time programmes, to meet the manpower demand of intermediate tradesmen and senior tradesman as well as safety officers, HKIC offers a variety of Collaborative Training Schemes to provide comprehensive and structured craft trainings for construction practitioners. Collaborative Training Schemes work in partnership with trade associations, contractors, sub-contractors, employers, trade unions and training bodies, the enrollment number was 5,603 whereas the graduation number was 11,171 for the Collaboration Training Schemes in Academic Year 2023/2024.

Broadening the Types and Trades of Training Schemes

In response to industry needs, HKIC added two new trades in 2024, Mechanical Fitter and Construction Plant Mechanic to Intermediate Tradesman Collaborative Training Scheme (ITCTS), offering a total of 53 training trades. Furthermore, Advanced Construction Manpower Training Scheme – Pilot Scheme (Skills Enhancement Courses) has been added the trade of “General Welder” for training, offering a total of 24 training trades.

HKIC co-organised with Hong Kong Construction Sub-Contractors Association, Registered Specialist Trade Contractors Federation, Labour Department and social welfare organisations to hold the promotion activities for recruiting students who are interested in joining the construction industry to participate in the training. In 2024, HKIC arranged 36 ITCTS recruitment days and career talks in Hong Kong, attracting about 1,200 job seekers to participate in the activities and attend on-the-spot interviews.

Meanwhile, HKIC implemented Intermediate Tradesman Collaborative Training Scheme (Skills Enhancement Courses) Special Class of Multi-Skilled Training Course in 2024, for broadening the skill levels of in-service workers and encouraging registered semi-skilled technicians to improve themselves, thereby widening their employment opportunities.

Additionally, HKIC, with the Development Bureau’s support, initiated an first-hire-then-train on-the-job training scheme for training Construction Safety Officer. The graduates from the first class of Construction Industry and Safety Practices Certificate has successfully transitioned to the Construction Safety Officer Course and are all being employed.

OPERATIONAL REVIEW

Enhancement of the Management and Training Quality in Collaborative Training

In 2024, HKIC implemented several comprehensive measures to enhance and optimise the Collaborative Training Schemes continuously. These measures include the establishment of mechanism for ITCTS collaborative bodies (employers) application, the digital process for site inspections, and the optimisation of subsidy mechanisms.

In accordance with various mechanisms, HKIC handled applications and enhanced several quality assurance measures on monitoring training bodies and employers, including consistent joint inspection of training venues with other departments from CIC, and class observations by HKIC's instructors to ensure that the training bodies meet HKIC's requirement. Additionally, 294 site trainers completed the Certificate in Instructing Techniques for Site Trainers programme in 2024 to strengthen their teaching and instructing skills for Collaborative Training Schemes, and to enhance teaching quality.

Promotion of Construction Safety Culture

HKIC also implemented various safety promotion measures in Collaborative Training Schemes. These measures include arranging trainees of the collaborative training schemes to participate in online Silent Tribute, conducting safety harness training, and distributing safety commitment whiteboards and case sharing display boards to relevant training bodies, allowing trainers to conduct accident analysis and discuss improvement measures with trainees, so as to enhance construction site safety. On the other hand, HKIC invited training bodies to visit MiC Simulation Unit (Mockup Sample) of the Hong Kong Construction Industry Trade Testing Centre to explore the possibility of including MiC elements in Skills Enhancement Courses. Employer representatives, site trainers, and trainers of training bodies were invited to participate in an online sharing session on Construction Site Safety Management, Safety Culture, and Good Practices, attracting 100 participants.

Recruitment and Training for Non-Chinese Speakers

HKIC cooperated with training bodies to provide skills enhancement courses for non-Chinese speaking registered general workers to upskill to Intermediate Tradesman. HKIC jointly organised Non-Chinese Speakers Recruitment Day with Registered Specialist Trade Contractors to assist employers in recruiting non-Chinese speakers. HKIC also participated in Job Expo – Building a Multicultural Workplace and Multicultural Festival organised by Labour Department to promote ITCTS for Non-Chinese Speakers, and to promote the employment opportunities in construction industry for non-Chinese speakers.



A visit to MiC Simulation Unit (Mockup Sample) of the Hong Kong Construction Industry Trade Testing Centre



Joint inspection of new training venue

Construction Industry Council Youth Affairs Committee



Construction Youth Exchange Programme in GBA 2024 – Visit Daya Bay Nuclear Station

Construction Industry Council Youth Affairs Committee (CICYAC) was established in late 2022 to formulate the future direction of the youth development policy of the construction industry in Hong Kong, to recommend the short-term, medium-term and long-term plans to meet the needs of youth in their developmental stages, and to formulate a framework for the development of youth in the construction industry in Hong Kong, with clearer visions and work plan. In 2024, CICYAC organised or participated in various youth development activities for the construction industry, provided young people with opportunities to achieve a work-life balance and develop team spirit.

Additionally, CICYAC led young practitioners to participate in volunteering services, encouraging youth to engage in community service and contribute positively to society. To provide youths of the Mainland and Hong Kong opportunities of understanding the development of construction industry in the Greater Bay Area (GBA) and Hong Kong, CICYAC organised the 2024 Construction Industry Youth Exchange Programme in GBA in summer with 110 young people visited six GBA cities and more than 19 construction and technology industry factories, universities, as well as different cultural attractions, and met with industry leaders to exchange ideas.



Distribution of "Construction Industry Lo Pan Rice"



Construction Youth Exchange Programme in GBA 2024 – Learning at Guangdong University of Technology

Urban Forestry Support Fund – Trainee Programme

The Urban Forestry Support Fund – Trainee Programme (UFSF-TP) has been in operation since August 2020. Employers in the arboriculture industry are encouraged to engage graduates of arboriculture, tree management, tree climbing and tree work programmes to join the UFSF-TP through the 'first hire-then-train' mode. Enhancement measures were rolled out in mid-July 2023 to attract more new blood to join the arboriculture industry.

As of 31 December 2024, over 250 trainees, including Arborist, Tree Risk Assessor, Tree Work Supervisor, Tree Climber and Tree Climber cum Chainsaw Operator Trainees, had thus far participated in the programme as recommended by their employers ranging from government departments, landscape, arboriculture, construction companies, consultants, racecourse to golf club.

To assist these trainees in acquiring professional skills, HKIC arranged soft skills and knowledge enhancement, as well as occupational safety and health courses in the form of group activities, lectures and field trips. Their overall competency development was assessed through several rounds of assessments which included mid-year and final written, and practical fieldwork of tree risk assessments or tree climbing assessments. To promote the UFSF-TP, HKIC arranged a series of promotion activities, which included recruitment talks at tertiary education institutions and job fairs, Job Tasting Programmes, feature advertorials on online and print media, search engine marketing and exposures on digital media platforms of the CIC and industry associations.

In the coming years, HKIC will work hand in hand with the Development Bureau to train more arboriculture and tree work experts to facilitate the development of the industry.



Arborist trainees are having the final assessment and assessing tree risk at Kowloon Park



Arborist trainees are learning the common tree species in urban areas during the field trip at Shing Mun Valley Park



Tree climber trainee is having the aerial rescue part of the final assessment



Tree climber trainees are learning to use the tree climbing equipment in the skills enrichment programme

Trade Testing

The Hong Kong Construction Industry Trade Testing Centre (HKCITTC) remains dedicated to offering independent, equitable and creditable trade testing services. In 2024, the HKCITTC conducted over 22,000 trade tests and other services, including civil and building construction trade tests, construction-related electrical and mechanical trade tests, truss-out scaffolder safety training, trade tests for Grade A electrical work, certification tests for machineries and crane operation, etc. In parallel with maintaining high-quality and efficient trade testing services, the HKCITTC is also committed to collaborating with the construction industry to establish and enhance the construction skills standards.

Keeping Up with Industry Developments, Enhancing Construction Skills and Safety Standards

Continuously Improving and Promoting Safety of Truss-out Scaffolding

The HKCITTC launched the Truss-out Scaffolder Safety Training in 2023 to provide safety training for truss-out scaffolders and assess their skills in erecting and dismantling truss-out scaffolds safely. In 2024, the Labour Department published a revised "Code of Practice for Bamboo Scaffolding Safety", requiring trained workers performing truss-out scaffold works to hold a valid Truss-out Scaffolder Safety Training certificate. In order to support the industry practitioners to fulfill these requirements before the revised regulations take effect on 19 October 2024, the HKCITTC allocated resources to ensure all candidates who applied for the Truss-out Scaffolder Safety Training before 30 September 2024 could complete the training by due date.

Additionally, the HKCITTC actively participated in promoting truss-out scaffolding safety throughout the year, including participating in a TV promotional video production with the Construction Safety Department of the CIC and taking part in online seminars with the Property Management Services Authority and the Construction Safety Department of the CIC.



Promotional Video: Updated Code of Practice for Truss-out Scaffolding

Promoting Professional Development in the Truss-out Scaffolding Industry

To promote professional development, construction quality, and safety in the truss-out scaffolding industry, the CIC collaborated with the Development Bureau, Labour Department, and Occupational Safety and Health Council (OSHC) to enhance safety for truss-out scaffolding in various aspects, including the professionalism and recognition of truss-out scaffolding contractors, safety awareness of construction workers, safety management systems, and construction quality. The CIC launched the Registered Specialist Trade Contractors Scheme for the scaffolding industry and the OSHC's OSH Star Enterprise – Truss-out Scaffolding Safety Accreditation Scheme (Safety Accreditation Scheme).

OPERATIONAL REVIEW

In light of the feedback from the industry pertaining to the difficulty in finding suitable sites for the Safety Accreditation Scheme on-site safety assessments, the HKCITTC is rebuilding one of its workshops to provide simulated scenarios as an alternative site option for the OSHC's Safety Accreditation Scheme on-site safety assessments.

To provide further protection for truss-out scaffolding workers, joint discussions between the CIC, Development Bureau, Labour Department, OSHC, and the Employees' Compensation Insurance Residual Scheme Bureau Limited (ECIRSB), aiming to offer support the provision of suitable employees' compensation insurance for truss-out scaffolding workers by truss-out scaffolding contractors, took place in 2024 and applaudable progress has been made.

Starting from 2025, the ECIRSB will offer various discounts on employees' compensation insurance to truss-out scaffolding contractors, who have appointed the holders of the truss-out scaffolding safety training certificate as their employees and/or themselves registered as the registered specialist trade contractor and/or become Star Enterprises under the Safety Accreditation Scheme, to further enhance the protection of truss-out scaffolding workers.



Representatives from the Development Bureau, Labour Department, Occupational Safety and Health Council, and the Employees' Compensation Insurance Residual Scheme Bureau Limited visited the HKCITTC

Actively Promoting Modular Integrated Construction (MiC)

This year, the HKCITTC completed the setup of a MiC Connection Skillsets Mock-up (Trial) (MiC Mock-up), showcasing various connection skillsets used in MiC construction sites, including external walls, inner ceilings and floors, plumbing, electrical conduits, as well as structural connections.

The HKCITTC published a booklet titled Introduction to MiC Connection Skillsets Procedures aiming to promote the application of existing construction skillsets in MiC sites connections to the construction industry.



Booklet: Introduction to Modular Integrated Construction (MiC) Connection Skillsets Procedures

Establishing the Greater Bay Area Standards (GBA Standards) for Skilled Workers

The Development Bureau of Hong Kong Special Administrative Region Government, the Human Resources and Social Security Department of Guangdong Province, the Department of Housing and Urban-Rural Development of Guangdong Province, and the Labour Affairs Bureau of Macao Special Administrative Region Government collaborated with training and assessing institutions, industry experts of Guangdong, Hong Kong and Macao to formulate GBA standards of the skill levels of skilled workers and technicians in the construction sector, and will take forward the "One Examination, Multiple Certification" arrangement, for enhancing the training quality of the construction industry in the GBA and nurturing talents.

As the skill assessment institute for the Hong Kong construction industry, the HKCITTC actively participated in meetings and discussions related to formulation of the GBA standards, taking forward the relevant work, and the GBA standards for the first two pilot trades (i.e. painter and bricklayer) were announced and the "One Examination, Multiple Certification" arrangement was taken forward in March 2025.

Continuously Advancing Digitalisation to Enhance Testing Efficiency

Fully Implementing the eScheduling System

The eScheduling system has been developed and fully implemented in all trades. Comprehensive adoption of the eScheduling system enables more effective resource allocation, enhancing resource utilisation and reducing waiting time for trade tests. Meanwhile, the system features real-time performance dashboards and predictive indicators that facilitate advanced anticipation and intervention by management in preventing prolonged service time.

Pioneering the Use of Building Information Modelling (BIM) to Demonstrate Standard Operating Procedures

The HKCITTC has developed BIM models for over 30 popular trades to help candidates better understand test projects, drawings, and acceptance requirements, thereby enhancing candidates' output quality. Additionally, by making use of BIM, the HKCITTC has created 3D animation videos that demonstrate the standard procedures of test projects, making it easier for candidates and the industry to understand the construction processes and acceptance criteria for test projects.

Enhancing Safety Culture and Occupational Safety and Health Levels by Adopting Smart Site Safety System (4S) of the HKCITTC

To showcase safe operation and the application of smart technology in the construction industry, the HKCITTC introduced 4S equipment such as the Overhead Protection Sensor System and Fall Arrester for elevating work platforms. Additionally, new equipment such as construction exoskeletons and battery powered wheelbarrow were purchased to enhance occupational safety and health. Such efforts aim to demonstrate to the industry how technology can be used to strengthen safety culture and occupational safety and health levels.

Promoting World-Class Construction Craftsmanship

The 3rd Hong Kong Construction Skills Competition

The CIC's WorldSkills Competition competitors achieved excellent results in the 2024 WorldSkills Competition, bringing honour to Hong Kong. Riding on this success, the HKCITTC held the 3rd Hong Kong Construction Skills Competition (Youth Group & Beginner Group) (Competition) in December 2024. The Competition newly introduced the Beginner Group aiming to attract more potential teenagers as new talents to the construction industry. New innovative elements were also incorporated to the Competition, blending traditional craftsmanship with innovative construction technologies, and injecting vitality into the development of the construction industry.

Way Forward

HKCITTC will continue to develop in the following three major directions:

- 1) Further integrate traditional craftsmanship with innovative construction technologies, and promote good and safe practices;
- 2) Continuously enhance the digitalisation of trade testing operations to improve trade testing efficiency; and
- 3) Actively promote trade test qualification and uplift the skill level of skilled workers.

Construction Workers Registration Board

Construction Workers Carnival

To enhance a united and caring culture among the construction industry, the CIC organised its first Construction Workers Carnival on 1 December 2024 at the CIC-Zero Carbon Park (CIC-ZCP), attracting over 6,000 construction workers and their families. The event received strong support from 15 industry organisations and participation from 125 organisations. The carnival featured game booths, technology showcases and various activities to promote construction safety and health messages, as well as providing workers with opportunities to experience the application of innovative technologies. Activities also included picnics, photo booths, and live entertainments including singing, kung-fu and dance performances, creating a memorable experience for the families of the workers.

The Carnival featured a workers' commendation by the management of the construction companies. The Pioneering Worker Appreciation recognised 347 frontline supervisors and workers in total while the Caring Company Appreciation recognised 34 companies. The award ceremony provided an opportunity for company executives to honour workers who have made contributions to construction safety and the application of technology. This enhances workers' pride and their professional status as professional construction craftsmen, allows their families to witness their remarkable achievements and enables companies to fulfil their social responsibilities and demonstrate the results of good corporate governance.



Construction Workers Carnival

Construction Workers Professional Development Scheme (CWDS)

To encourage workers to improve their skills and self-development, and to drive the continuous development of the construction industry, the CWDS incentivises registered general workers and registered semi-skilled workers to upskill and drive sustainable developments by attaining trade tests, leading to promotion to semi-skilled or skilled workers. A total of 734 awards were presented within the year, amounting to HK\$2,920,000, to recognise workers' outstanding achievements in professional development.



Workers honoured in the Construction Workers Professional Development Scheme Award Ceremony



Construction Workers Professional Development Scheme Award Ceremony

Comprehensive Support for Construction Industry Workers

The CIC is committed to promoting continuous improvement of working environment on sites, enhancing site safety and productivity. Throughout the year, two webinars were held to invite the industry to share best practices on workers site facilities.

The CIC provides a diverse recruitment platform for contractors, employers and workers, making job searching and recruitment processes more efficient and convenient. During the year, 23 recruitment days were held in the CIC Service Centre (Kowloon Bay), offering a wide range of job opportunities and welcoming on-site job interviews. The introduction of the CIC APP also enables personalised job recommendations and instant job applications, enabling workers to apply for suitable jobs anytime, anywhere.



Construction Industry Recruitment Day

The health of workers is equally crucial for construction safety. The CIC continues to implement the Medical Examination Scheme for Registered Construction Workers (MES) designed for registered skilled and semi-skilled workers. Additionally, the CIC launched Outreach Medical Examination Scheme on Construction Sites within the year, deploying medical staff to 11 sites to provide on-site medical examinations for all registered workers, aiming to encourage more construction workers to raise awareness, detect potential health issues early and take appropriate interventions promptly. Contractors are supportive on the Outreach Medical Examination Scheme, not only facilitate the medical examinations but also provide snacks for workers who completed fasting examinations to replenish their energy.



Outreach Medical Examination Scheme on Construction Sites

The next generation is an essential asset of the society. The scholarship for Family Members of Registered Construction Workers awarded a total of 39 awards amounting to HK\$348,000 within the year, recognising the outstanding achievements of the family members of registered construction workers in the Hong Kong Diploma of Secondary Education Examination.



Scholarship for Family Members of Registered Construction Workers Award Ceremony

Enhance Worker Registration Services and Strengthen Connections with Workers

The CIC introduced a new and optimised electronic worker registration feature within the CIC APP, offering all-encompassing support for new registrations, renewal, update information, and report of lost or damage of worker registration cards. Through electronic payment tools, workers can conveniently and efficiently manage worker registration at any time and place.

Within the year, facilities at the CIC Service Centre (Kowloon Bay) were enhanced, including the addition of screens dedicated to broadcasting construction safety-related information for visiting workers to obtain the latest industry updates and continuously increase the awareness of construction safety. Information and seating arrangements in the promotion area were also improved to facilitate the introduction of CIC's events and benefits provided to workers, such as medical examination scheme and various subsidised courses.



CIC APP

Inspection and Enforcement

The CIC is committed to promoting the construction industry in compliance with the statutory requirements of the Construction Workers Registration Ordinance (Cap. 583) (CWRO), including employment of registered construction workers for carrying out construction work on construction sites and submission of daily attendance records (DAR) of registered construction workers.

Throughout the year, the Inspection and Enforcement Team accomplished their annual inspection targets, conducting 1,683 site inspections on construction sites and 2,036 compliance checks on DAR submitted by principal contractors in accordance with the requirements in the CWRO.

In terms of prosecution works, a total of 174 summonses were issued for prosecution of the suspected offenders. Including cases from previous year, a total of 158 summonses, all relating to failure in submitting DAR in accordance with the CWRO requirements, resulted in convictions in 2024.

To continually strengthen awareness and compliance among principal contractors with the CWRO, the CIC utilised email and instant messaging platforms to remind them of the key provisions of the CWRO and promote webinars related to the CWRO, encouraging industry stakeholders to stay updated on a regular basis.

Way Forward

The CIC will support construction workers in facing the challenges of the construction industry, increase publicity to encourage frontline workers to enhance their skills, as well as to recognise the efforts of frontline workers and supervisors who have contributed to the industry and society so as to boost morale within the industry and attract more talent to join the construction industry.

The Registered Specialist Trade Contractors Scheme

The CIC established the Registered Specialist Trade Contractors Scheme (RSTCS) under the authority of the Construction Industry Council Ordinance. This initiative is specifically designed to regulate the performance of subcontractors in the industry and promote their professional development. Since the RSTCS was established, it has been widely recognised and supported by the industry. Contract terms mandating the engagement of registered companies by main contractors have been enforced in public works projects, gradually extending to other major quasi-public and private sector construction projects. As of December 2024, there were a total of 7,143 registered companies, including 2,638 Registered Specialist Trade Contractors of 20 designated trades and 4,505 Registered Subcontractors under general civil, building, and electrical and mechanical trades.

Industry Support and Professional Enhancement

Through the six core registration elements advocated by the RSTCS: safety, management, finance, job experiences, execution, and integrity management, the level of corporate governance of registered companies is ensured from multiple aspects. Through collaboration and effective communication with various industry associations, the RSTCS has secured approval for the addition of seven designated trades this year, namely Painting, Metal Work, Structural Steelwork, Horticultural Works, Arboricultural Works, Skyrise Greenery Works and Truss-out Scaffolding, increasing the designated trades from 14 to 21. Additionally, the CIC continues to collaborate with the Independent Commission Against Corruption (ICAC) and relevant departments to promote a series of webinars on integrity management and safe practice through RSTCS's extensive platform, strengthening the integrity management and safety culture of the key management and technical personnel of registered companies, and encouraging their professional development for continuously enhancing both quality and efficiency of corporate governance.



RSTCS has been extended and 21 designated trades are now applicable

Utilising Technology and Moves with the Times

Registered companies under the RSTCS are committed to applying innovative technologies specific to their specialist trades in conjunction with the management and operation of professional technicians, to enhance construction quality, efficiency and safety.

This year's RSTCS Leadership Summit, themed Set Sail with New Technologies, featured leaders from registered specialist trade contractors and trade associations sharing their practical experiences in applying automated equipment and robotics. Representatives from the Hong Kong Bar-Bending Contractors Association, the Hong Kong Center for Construction Robotics, and the Registered Specialist Trade Contractors Federation shared insights on collaborative interactions to optimise the automated rebar bending machine in connection with local trade characteristics, as well as the challenges faced and the outcomes of applied research. Representatives from the Hong Kong Painting Contractors Association and Guangdong Bright Dream Robotics Co., Ltd. shared their practical experiences in implementing painting robotics and presented data analysis demonstrating the positive initial outcomes of robot applications. Representative from the Hong Kong Metal Engineering Contracting Association introduced the use of welding robots in construction, exploring the future directions for deepening the application of artificial intelligence and catering for new high strength structural steel construction.



The 2024 RSTCS Leadership Summit, themed Set Sail with New Technologies, featured leaders from registered specialist trade contractors and trade associations sharing their practical experiences with the use of various automated equipment and robots

Development of Youth Leaders and Carrying Forward

The RSTCS has consistently provided opportunities for the professional development and interactive exchange to cultivate the next generation of leaders, ensuring the transfer of management and technical expertise in specialist trades. Throughout the year, three Executive Training Courses were organised for members of the RSTCS's Young Leaders Network. Three distinguished speakers were invited to share insights on topics including how Environment, Social and Governance (ESG) concepts enhance corporate sustainability and competitive advantages, the original intent of the RSTCS and practical contract law management including an introduction and preparation for the Construction Industry Security of Payment Ordinance, facilitated exchanges and knowledge sharing among the young leaders.



Three Executive Training Courses were held for members of the RSTCS's Youth Leaders Network

Construction Industry Alert on Managing Wage Records

In light of the increasing trend of wage arrears incidents in construction projects in 2024, most of which involve wages calculation disputes, the CIC promptly convened a thematic forum with representatives from major industry associations, unions and other stakeholders to actively exchange ideas and facilitate consensus. Through collaborative efforts, solutions were sought to address issues related to wage payment arrangements. The CIC also formulated the Construction Industry Alert on Managing Wage Records, reiterating the importance of adhering to good practices in managing wage payment records and ensuring the proper storage of relevant information to prevent wage disputes, based on the principle of integrity.

Enhance Regulatory Action Mechanism

Construction safety is of paramount importance. On 1 January 2024, the RSTCS introduced an immediate suspension of registration mechanism for enhancing efficacy. The Committee on Registered Specialist Trade Contractors Scheme ("the Committee") can immediately suspend the registration of companies involved in serious accidents on construction sites. These registered companies must conduct an independent safety audit to review their safety management system and submit improvement based on the results of the safety audit and complete the implementation of the improvement measures. The Committee will consider lifting the "immediate suspension" upon the completion of an independent safety audit to the satisfaction of the committee by the registered company concerned. In 2024, a total of 16 registered companies were suspended in all designated trades, trades, and specialities. The CIC will continue to stringently follow up with registered companies involved in serious incidents in accordance with the regulatory mechanism under the RSTCS.

The Committee will also take regulatory actions against registered companies convicted by the court or those that violate the Rules and Procedures of the RSTCS. When evidence is established, the Committee will convene hearings with representatives of involved registered companies to determine the appropriate penalties. An independent appeal mechanism is also established to handle appeal cases. Throughout the year, a total of 69 registered companies were subjected to regulatory actions such as suspension or written warnings. These actions mainly involved violation of the relevant legislations concerning safety, late payment of wages and MPF contributions, as well as cases of serious incidents on construction sites.

All regulatory actions taken will be communicated to all registered companies, supporting organisations, and other stakeholders through electronic direct mailing (eDM) and published on the RSTCS website.

Way Forward

The RSTCS will continue to support the ongoing safety and professionalism of specialist trades and collaborate with all stakeholders to expand its adoption for fostering the continuous development of the local subcontracting sector.

The Technically Competent Persons Registration Scheme (TCPRS)

The Technically Competent Persons Registration Scheme (TCPRS), which facilitates supervision plan submission under the Buildings Ordinance (Cap 123), gauges the supply of Technically Competent Persons (TCPs) and enhances their quality, skills and knowledge through continuous training. The number of TCPs reached 5,308 by the end of 2024, a notable growth of 23% compared to 2023.

Enhancing the Continuous Competence Development Model

TCPs play a crucial role in supervising site safety. To enhance the Continuous Competence Development (CCD) Model and continuously improve the standards of TCPs, Integrity has been incorporated into the CCD Model in 2024. Alongside Statutory Requirements, Environmental and Health, Advanced Construction Practices, and Safety, these five core pillars encourage registered TCPs to engage in continual professional development.

In addition, six webinars were organised in 2024 to introduce the TCPRS and the registration process. One of the webinars was tailor-made with the theme of Technically Competent Persons Registration Scheme – Responsibilities and Duties of Site Supervision Streams under the Buildings Ordinance which was held with speaker from the Buildings Department and provided detailed insights regarding the duties of the site supervision streams. Throughout the year, the webinars attracted over 1,500 industry stakeholders to participate.

Optimising the Path to Register as TCPs

To encourage frontline site personnel to apply for registration as TCPs, applicants who possess the respective minimum qualifications and experience for TCP of grades T2, T3 or T4, but do not fulfil the local experience requirement, may apply for registration as TCPs. Successful applicants will be listed as a lower grade in the respective types of TCP categories.

Way Forward

With the aim of enabling TCPs to effectively leverage their capabilities in construction works and to achieve safe construction sites together, the CIC will actively promote the TCPRS to the industry and facilitate the continuous competence development of TCPs through TCPRS.

The Construction Innovation and Technology Fund (CITF)

The Construction Innovation and Technology Fund (CITF) continues to play a pivotal role in transforming Hong Kong's construction industry by enhancing productivity, quality, safety, and environmental performance through automation, digitalisation, and industrialisation. Since its inception in October 2018, CITF has been a catalyst for technological advancement within the industry.

Key Achievements of 2024

In 2024, CITF maintained its momentum in supporting the local construction industry. The annual amount of approved fund grant and disbursements for 2024 was HK\$377M and HK\$187M respectively, setting a record that was 20% higher than in 2023. Compared to 2023, the total cumulative fund grant increased by 35%, reaching HK\$1,496M. Additionally, there was a 24% increase in the number of approved applications, with 4,450 out of 6,600 received being approved.

The six categories of funding support – Building Information Modelling (BIM), Advanced Construction Technologies (ACT), Modular Integrated Construction (MiC), Prefabricated Steel Rebar, Industrialised Process – Robotic Welding, and Manpower Development continued to see significant uptake. The total number of beneficiaries increased to 1,297 in 2024, with significant contributions from 786 small and medium enterprises (SMEs), reflecting broader adoption of new technologies. Additionally, 18,078 cumulative training places were approved, benefiting construction personnel at various levels including professionals, technicians, and students, and fostering a culture of innovation.

CITF conducted the comprehensive review of Pre-approved Lists in 2024 with inappropriate items delisted to ensure the suitability of the pre-approved items. There were 139 new admissions to the Pre-approved Lists in 2024, which was 74% higher than in 2023, marking the highest number in four years.

Enhancement Measures Implemented in 2024

In May 2024, CITF expanded funding support for the industry to implement Smart Site Safety System (4S) in private work sites, including additional network fees, additional manpower costs, maintenance, and technical support required for 4S implementation. To facilitate industry's selection of suitable 4S products, CITF published a 4S packages and 85 4S products in the CITF Pre-approved Technologies List, representing a 41% increase compared to 2023.

In response to pressing concern on incidents related to mobile plant, CITF's support on 4S was extended to construction plant rental companies to expedite the procurement and installation of detection and alert systems for mobile plant operation danger zone and tower crane lifting from September to October 2024. These extended enhancements contributed to 52% of a total of 447 4S applications since the expanded funding supporting for 4S began in April 2023. Furthermore, "Good Practice for Installation of Smart Site Safety System (4S) on Tower Cranes and Mobile Plants" was published on the CITF website in Q4 2024 to further facilitate the adoption of 4S and enhance construction safety in relation to mobile plants and tower cranes.

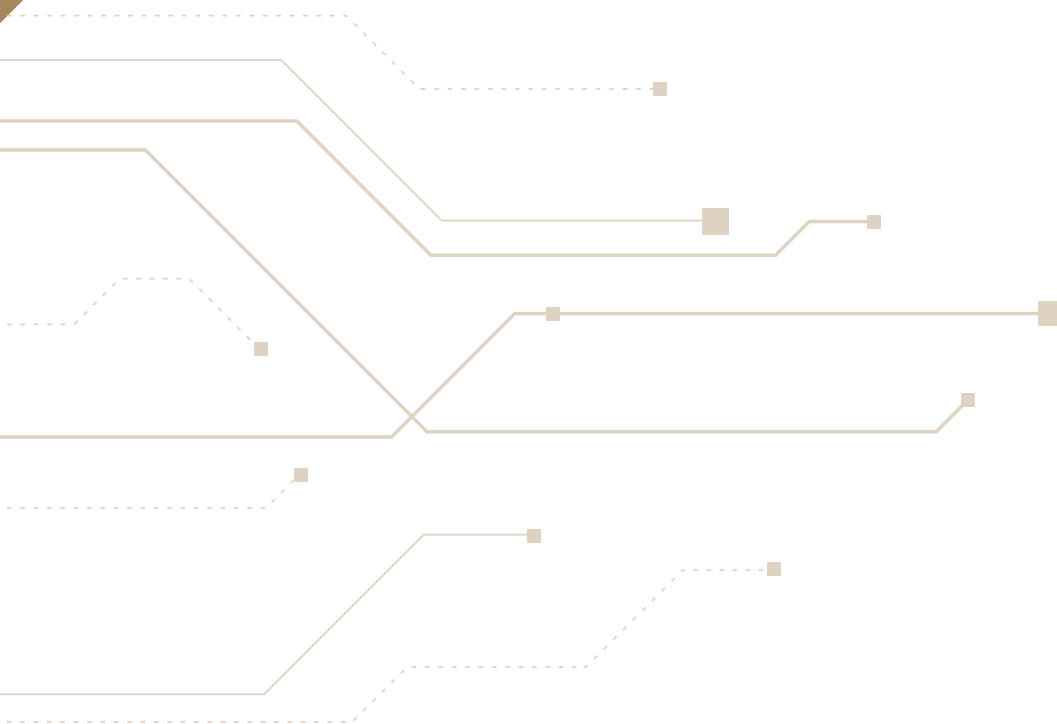
To further expedite the approval process of CITF fund application, additional authority was granted to the CITF Secretariat in October 2024 to approve BIM and ACT funding applications for pre-approved items or associated BIM hardware.

Active Engagement of the Industry

The CITF Secretariat's Outreach Team has continued to strengthen its engagement with industry stakeholders, especially SMEs. In 2024, the team delivered or participated in over 190 outreach activities to increase industry awareness in innovation and promote the benefits of technology. This included 142 seminars and webinars, representing a 48% increase compared to 2023, as well as 52 cross-departmental and external party events to maximise exposure across various sectors.

Way Forward

As CITF enters its seventh year of operation, we remain committed to promoting wider adoption of innovative technology and construction methods. Our focus will be on areas that provide significant benefits in addressing industry needs, including but not limited to robotics, 4S, MiC and Multi-trade Integrated Mechanical, Electrical and Plumbing (MiMEP). We are dedicated to gathering feedback from industry stakeholders to drive continuous improvement and ensure our initiatives meet the evolving needs of the construction industry.



Corporate Secretariat

The Corporate Secretariat (C-SECT) plays a crucial role in delivering high-quality secretarial services and administrative support to the Council and the Executive Committee, which are two top authorities of the CIC. It is instrumental in ensuring the CIC meets all statutory and appointment obligations, while also maintaining corporate integrity and governance standards. C-SECT aids the Council in making significant policy decisions and setting strategic directions. To enhance the quality of meeting documentation and correspondence, C-SECT has implemented Grade Management for secretariat staff of the CIC. Additionally, it is responsible for developing governance systems and procedures, formulating corporate policies and guidelines, preparing documentation frameworks and templates, and providing ongoing training on relevant topics for CIC staff.

Strengthening Corporate Governance Standards and Enhancing Secretarial Services

In 2024, C-SECT organised four interactive and refresher training workshops focused on corporate governance and writing skills. Utilising Grade Management, C-SECT conducted thorough evaluations and offered constructive feedback to improve the quality of secretarial services provided by various CIC business units on a regular basis. Additionally, C-SECT revised the Corporate Secretariat Operation Manual to incorporate the latest operational practices for the benefit of secretarial staff.

Publishing Informative Materials

C-SECT published and distributed the bilingual CIC 2024 Major Work Plans in March 2024. To ensure easy access, the electronic version was also uploaded to the CIC website. Additionally, during the orientation for new Council Members, C-SECT provided them with an "Information for Council Members" booklet. In March 2024, C-SECT released and distributed the bilingual CIC 2024 Major Work Plans. To facilitate access, the electronic version was made available on the CIC website. Furthermore, during the orientation for new Council Members, C-SECT provided an Information for Council Members Booklet to assist them in their roles. In light of the changes in the corporate governance structure that took effect on 1 May 2024, C-SECT reviewed and updated the Corporate Governance Manual in May and uploaded onto the CIC website for public access.

Updates on the CIC Fellows

C-SECT continued to provide staunch support to the CIC Fellows and committed to operating initiatives of the CIC Fellows including the CIC Members cum Fellows Visit (MFV) Programme and the CIC Fellows Sharing.

Three MFV visits to various CIC premises or facilities were held in 2024 covering the HKIC Sheung Shui Campus (SSC), the CIC-Zero Carbon Park together with the Construction Innovation and Technology Application Centre, and the HKIC Kowloon Bay Campus (KBC). The valuable improvement suggestions made by the visiting groups helped to enhance the operation of various departments or business units and also contributed to strengthening the governance and service quality of the CIC.

Four CIC Fellows Sharing sessions were conducted on HKIC campuses in 2024. The sharing sessions aimed to provide HKIC students with the opportunity to learn from the experiences and insights of the CIC Fellows who have made significant contributions to the construction industry. The first sharing session was conducted at KBC with Ms. Eliza WONG as the guest speaker, followed by sharing sessions conducted at SSC with Ir CHAN Chi-chiu and Ir Rocky POON respectively, and at KBC with Sr YU Kam-hung. The CIC Fellows would continue to contribute to the holistic development of HKIC students through such sessions.

In addition, in the Annual Event of the CIC Fellows, the CIC Fellows enjoyed the sharing from tech ventures in the Hong Kong Science & Technology Parks (HKSTP) and a guided tour to another tech venture located in HKSTP.

Recognition from 2024 HKMA Quality Award

C-SECT coordinated the CIC's participation in the 2024 HKMA Quality Award. The CIC was awarded the Excellence Award for demonstrating organisational excellence in total quality management, contributing to the sustainable success of the construction industry in Hong Kong. With the achievement of this prestigious award, the CIC remains committed to upholding the highest standards of quality and continuously improving CIC services.

Improving Stakeholder Relationship

The Stakeholder Relationship Management System was revamped to further optimise the management of appointment records of various entities under the CIC, providing a more holistic view of appointment records and facilitating more efficient reporting. The improved system has significantly enhanced CIC's ability to manage stakeholder relationships effectively.

Way Forward

In 2025, C-SECT will persist in its supportive roles for the Council, the Executive Committee, and the CIC Fellows, emphasising the enhancement of secretarial service quality and the maintenance of high corporate governance standards within the CIC. To enable the Council to concentrate on strategic development directions, C-SECT will assist in reviewing Corporate Governance. Additionally, C-SECT is currently organising an orientation for new Council Members and plans to publish the bilingual CIC 2025 Work Plans in early 2025.



2024 HKMA Quality Award

Corporate Communications

The Corporate Communications Department is committed to promoting the Construction Industry Council (CIC) and the industry as a whole, and strengthening the role of the CIC as an advocate in the industry. The department's main responsibilities include managing the CIC's publicity programmes and activities, public and media relations, the Construction Industry Sports & Volunteering Programme (CISVP), etc. We also maintain effective communication with various stakeholders in the industry, and anticipate and respond to potential crises in a timely manner.



"CIC See What I See" Luncheons

Large-scale Promotional Campaign and Events

In the third year of the "Design for Future, Build for Life" Campaign, the CIC continued to work with the Development Bureau to lead different industry stakeholders to enhance public understanding of the construction industry through different platforms, and attract young people to join the industry. In 2024, more diversified promotional activities were launched under the Campaign, including "Constructing Tomorrow: Towards a Sustainable Future" Roving Exhibition, DSE Roadshow Campaign, "STEAM UP" Project, etc. The department has also been conveying the professional image of the construction industry to the community through different social media platforms.

Facilitating Industry Collaboration and Communication

In 2024, the Corporate Communications Department continued to organise the Annual Cocktail Reception and the "CIC-See What I See" Luncheons to provide a platform for the Government and the construction industry to exchange views and promote the development of the industry. At the "CIC-See What I See" Luncheons, we are honoured to have Ir Prof. Frank CHAN and Ir Allen YEUNG, Hong Kong Deputy to the National People's Congress, Prof. LING Kar-kan, the Director of Jockey Club Design Institute for Social Innovation, and Mr. Andrew WEIR, Global Chair, Asset Management and Real Estate, KPMG International, as the guest speakers, attracting a total of nearly 11,000 physical or online visits. The Corporate Communications Department also regularly updates the "Safety Walk with Thomas" column on the CIC website to share innovative safety technologies and global construction technologies with the industry.

Commitment to Social Responsibility

Through the CISVP, the Corporate Communications Department has been actively promoting the CIC's social responsibility to help build a caring culture and promote physical and mental well-being of people from different sectors of the industry. In 2024, CISVP organised activities such as Construction Industry Volunteer Award Scheme, the Construction Industry Lo Pan Rice Campaign, Happy Run, Basketball League, Table Tennis Competition, etc., and has launched a new initiative, the Inheritance of Traditional Craftsmanship Eco-Planter Campaign, which aims to help the community to build more eco-planters and enhance the sense of well-being of the community. In 2024, CISVP recorded 14,812 participants and benefited 61,227 persons. We were also awarded the "Outstanding Non-commercial Organisation Award" in the "Hong Kong Volunteer Award 2024" co-organised by the Home and Youth Affairs Bureau and the Agency for Volunteer Service.



The Inheritance of Traditional Craftsmanship Eco-Planter Campaign



Received the "Outstanding Non-commercial Organisation Award" in the "Hong Kong Volunteer Award 2024"

Key Publicity Programmes

The Corporate Communications Department has been providing professional advice to other departments of the CIC on their publicity programmes and event planning, with a view to enhancing the corporate image of CIC on different platforms. Through the bi-monthly magazine "Construction Post", the department shares the CIC's and industry information with frontline workers. In addition, the department provided advice on online and offline publicity channels, approaches and strategies for key programmes such as the CIC Global Construction Digitalisation Forum and Exhibition, the CIC Outstanding Contractor Award and the Construction Workers Festival, and supported the CIC to send competitors to participate in the WorldSkills Competition in 2024.

Way Forward

The Corporate Communications Department will continue to uphold the professional image of CIC and the industry in an innovative and professional manner. In the coming year, the department will organise the Construction Industry Outstanding Young Person Award to encourage the new generation to contribute to the industry. To further enhance the awareness of construction site safety, we will also continue to promote innovative construction technologies through organising activities and publicity programmes. We will foster collaboration between the construction industry in Hong Kong and China to lead the industry in sustaining excellence and take industry development to a new peak.

Human Resources & Administration

The Human Resources Department is dedicated to supporting the development and operational needs of CIC's business units through talent planning, acquisition, development and engagement. Robust policies and procedures are in place to ensure good governance, fairness, and transparency.

The Administration Department ensures that our work environment operates smoothly, efficiently and sustainably by coordinating efforts amongst business units. We optimise resources and promote sustainability through standardisation, automation and adoption of new technologies.

Fostering a Strong Corporate Governance Culture

The Human Resources Department is committed to upholding CIC's high standards of corporate governance, ensuring our operations and management practices promote accountability, fairness and transparency. It is crucial to equip our staff with the necessary knowledge and continuous updates on relevant ordinances, policies and procedures.

Professionals and representatives from various law enforcement or regulatory bodies are invited to conduct trainings on anti-bribery, protection of personal data, equal opportunities, construction and workplace safety and cybersecurity. New joiners are required to complete these trainings as part of their onboarding process. Additionally, regular refresher training and townhall meetings are organised for all staff to instil a compliance mindset and keep them informed of the latest developments.

Enriching the Learning Environment

To meet the fast-changing development of the construction industry, we are dedicated to expanding and enriching our learning environment to ensure our staff are well-equipped to address the industry's specific needs and challenges. In 2024, we organised a number of seminars and training workshops covering a wide range of topics for different levels of staff, including industry knowledge, AI technology, digital literacy, safety, personal data protection, cybersecurity and other management skills.

We also continued our CIC Talents Development Excellence Talks series, inviting distinguished speakers to share their valuable insights and experience with our staff. The speakers for the 2024 Excellence Talks included Mr. Jasper TSANG, Founding Chairman of the Democratic Alliance for the Betterment of Hong Kong, Mr. Bernard Charnwut CHAN, Chairman of M+ Museum, Mr. Marco FU, professional snooker player, and Dr. Yat YAU, acclaimed scholar and expert in "Sunzi Bingfa".



Mr. Marco FU speaks at the 2024 CIC Talents Development Excellence Talk

We maintained the 24/7 e-learning platform for staff to learn at their own time and pace. The platform was widely utilised by staff and contributed significantly to our learning culture. This dedicated effort was also well recognised with the CIC being awarded the highest Gold Award for Learning Champion in the Public Sector category at the 2024 LinkedIn Talent Awards.

Nurturing the Next Generation for a Sustainable Future

As a commitment to the industry and to the society to ensure talent sustainability, we are dedicated to grooming young blood to become future leaders. Our Graduate Trainee Programme (GT Programme) is a testament to this commitment, offering high-calibre young graduates on-the-job learning, job rotations and all-rounded training under the guidance and support of senior management mentors. The GT of the 2023 intake is now ready to meet new challenges of their careers at the CIC upon completion of the 18-month Programme, while the 2024 intake has made good progress in their first job rotations, strengthening their industry knowledge and other management skills through regular retreats and training sessions.

In 2024, the CIC expanded its young talent acquisition efforts to the Greater Bay Area, facilitating talent flow and manpower development in the region. We held recruitment events in Xiamen and Guangdong to attract young Mainland graduates to our Hong Kong offices.

To further attract future graduates to the CIC and the construction industry, the CIC offers a Summer Internship Programme for undergraduates from various disciplines. The eight-week on-the-job training programme helps young students deepen their understanding of the construction industry and gain valuable experience from mentors, broadening their exposure and preparing them for future careers.

Enhancing Connection with the Community and Industry

The CIC recognises the importance of community engagement and social responsibility, which align with our core values of “Caring, Integrated, Commitment”. Thus, the CIC launched the Energising Programme in mid-2024. This initiative encourages all full-time staff to participate in CIC events during their leisure time with focus on three key areas: Caring for Community, Safety Awareness Initiatives, and Enhancing Industry Knowledge.

As of 31 December 2024, all CIC staff had enrolled in various activities under the Energising Programme, with more than 14,000 participating hours registered in the three focus areas. To show our appreciation for our staff’s commitment to the Programme, we presented a Most Active Participation Awards to staff who participated the most hours in each category in 2024.

Cultivating an Appreciative and Supportive Work Environment

We believe that our staff is the foundation of our success and are committed to fostering an appreciative and supportive work environment to attract and retain talents. Throughout 2024, a variety of staff engagement activities were organised to enhance staff relations and promote wellness. These activities included new staff orientation, engagement workshops, team-building sessions, Annual Dinner, Lunar New Year Gatherings, Family Fun Carnival, Christmas Movie Day, Friday Happy Hour workshops and Lunch Time is Fun online talks.



Family Fun Carnival

To express our appreciation for staff's long dedicated service, 30 staff members who have completed 10, 20 or 30 years of consecutive service are honoured with Long Service Awards presented at the 2024 Annual Dinner. Our commitment to caring for staff extends to their families as well. Apart from inviting them to join some of our staff engagement activities, we also restructured the CIC Education Support and Scholarship for Staff Children to continue providing financial support and scholarship for education of staff's children.



Corporate Culture Workshop cum New Staff Orientation

Strengthening Safety and Information Security

Safety is always on the top of our priorities. To proactively mitigate risks, the Administration Department conducted a comprehensive assessment of the work environment to identify and eliminate potential hazards. We also display safety slogans prominently in various CIC premises to remind staff and integrate safety practices into our daily operations. Additionally, we required our service providers to strengthen their safety management by revisiting safety protocols and enhancing safety training for their staff.

To uphold the highest standards for protection of personal data and information security and ensure sensitive data is managed promptly and securely, we implemented a series of measures including establishing the handling procedures for disposing confidential documents and introducing secure printing functions for multifunction devices.

Way Forward

As we move ahead, the Human Resources Department will continue with our commitment in attracting and retaining talent to support the growth and development of the CIC. In alignment with the Year of Professionalism in 2025, we have already embarked on various initiatives with focus on enhancing corporate governance, safety, adopting new technologies and ensuring talent sustainability. We will further enrich our talent development plans for all levels of staff, equipping them to meet the industry's specific needs and challenges. We shall also put more efforts to enhance staff engagement, aiming to build a more cohesive and motivated workforce and ensure that staff feel valued and appreciated for their contributions.

To support CIC's Sustainability Strategy, the Administration Department will continue utilising data analysis to reduce resource usage and enhance efficiency. We are also actively transitioning to new energy vehicles to reduce carbon emissions and promote sustainable development.

Corporate Safety

The Corporate Safety Department (CST) is tasked with ensuring the safety and health of all CIC staff, students, and individuals impacted by the organisation’s operations and activities. CST oversees the implementation of a safety and health management system designed to create a safe and healthy workplace and environment for all stakeholders, thereby preventing injuries and illnesses.

Reinforce Incident and Accident Reporting

The Corporate Safety Department reviewed and updated incident and accident reporting in 2024 to reinforce safety reporting and protect data privacy.

Raise Safety Awareness at Townhalls

The Corporate Safety Department shared safety messages with all CIC staff in two CIC town halls in 2024 to reinforce safety awareness and safety culture of CIC staff and enhance office safety.

Way Forward

To achieve continual improvement in safety and to meet the expectation of our stakeholders and the industry, CST will continue to devote to cultivating a safety-first culture at all levels and to stimulate the enhancement of CIC internal safety performance.

Estates Office

The Estates Office (EO) is committed to the strategic management of facilities across CIC properties. EO oversees land leases for outdoor training grounds and manages building maintenance, low-voltage systems, office improvements, and landscaping. By implementing a centralised monitoring platform, EO have enhanced resource and facility utilisation, driving efficiency and innovation in our management practices.

Achievements in 2024

Adoption of Smart Site Safety System (4S) IoT at Training Ground

The implementation of the 4S displacement monitoring system for the supporting bases of tower cranes, along with the 4S monitoring and health analysis system for the wiring rope of tower crane, was successfully completed at the Tai Po Training Ground (TPTG) in the fourth quarter of 2024. Both systems are now operational. This advancement enhances safety and operational efficiency on-site, minimising risks associated with tower crane operations.

Adoption of 4S AI cameras

Starting in the second quarter of 2024, AI cameras equipped with fire and smoke detection, as well as personal protective equipment (PPE) monitoring, have been installed at various CIC project sites to enhance site safety supervision. Additionally, in the third quarter of 2024, AI cameras with people counting functionality were expanded to cover Hong Kong Institute of Construction (HKIC) – Sheung Shui Campus and Kwai Chung Campus, complementing existing systems at CIC-Zero Carbon Park, HKIC – Kowloon Bay Campus, and TPTG to improve operational management. These enhancements significantly bolster site safety and operational efficiency, ensuring a safer working environment for all personnel.

Adoption of Drone-based Visual and Thermal Façade Inspection with AI Analytics

EO has adopted drone technology for visual and thermal inspections of building Façades, integrating AI analytics to enhance the assessment process. This innovative method allows for comprehensive inspections from multiple angles, reducing the risks associated with manual inspections at heights. The AI analytics provide real-time data analysis, correlating defect locations with Building Information Modelling (BIM) to identify potential issues such as heat loss and structural anomalies with precision. This enables proactive maintenance decisions. Overall, this adoption not only boosts inspection efficiency but also supports the long-term sustainability of our facilities.

Way Forward

Continuous Advancement of Smart Facilities Management Control Centre (SFMCC)

EO will enhance the SFMCC by expanding covered premises and integrating innovative solutions to improve efficiency, sustainability and safety. Our focus on advanced safety technologies and AI applications will optimise operations and user experience, ensuring a secure work environment. EO will adopt AI-driven predictive analytics for safety protocols, implement systems for hazard alerts, and deploy smart monitoring devices to mitigate accident risks. Additionally, innovative AI technologies such as smart energy meters, will further enhance operational efficiency and security within the CIC.

Information Technology

Throughout 2024, the Information Technology Department (ITD) has been dedicated to supporting CIC's digital transformation journey and enabling business initiatives with IT solutions. Key initiatives and contributions are summarised in the sections below:

Upkeeping Cybersecurity and Information Security

- Enhanced the outside-in cybersecurity posture in many aspects, as evidenced by the 3rd-party security rating, which was raised significantly to "A"
- Being awarded a prestigious Platinum award in the "Cyber Security Staff Awareness Recognition Scheme 2024" by Hong Kong Internet Registration Corporation Limited (HKIRC) and Information Systems Audit and Control Association (China Hong Kong Chapter) (ISACA)
- Rewarded staff who serve as our human firewall and proactively report malicious emails through a gamification scheme. On some occasions, approximately 40% of staff reported phishing emails
- Cultivated a security-conscious workforce by delivering 12 mock phishing exercises, regular training, and monthly cybersecurity bulletins

Big data to Support Data-driven Organisation

ITD harnessed the power of big data to provide valuable insights and drive decision-making processes. With 1.4M records of construction workforce and stakeholder data, ITD implemented an advanced analytics and visualisation platform to visualise the data in graphical format. This has enabled business users to draw actionable insights from the presented data to improve their planning and business performance. Over 20 dashboards delivered cover areas such as Workers demographics, Skills Training Output, Trade Testing Results, Quarters' Accommodation and Application, CIC APP Usage and Adoption, Financial Performance, and Income Forecast.

Leveraging IT to Support CIC Strategic Goals

- The CIC APP, consolidated from the legacy easyJob and Safety App, was launched in August and turned into an everyday app for construction workers. After the launch of the construction workers registration feature in late October, the app recorded over 1,300 registration-related applications. This converted to 500 days of productivity savings for the industry

- The Hong Kong Construction Industry Trade Testing Centre further adopted digital means in their scheduling, written-test, workshop assessment, and post-testing survey which enhanced productivity and operational effectiveness
- The Online Programme Application System for Hong Kong Institute of Construction was adopted for applications to over 300 HKIC programmes. The system also supports a wide range of electronic payments such as Alipay, WeChat Pay, Google Pay, Apple Pay, and PayMe. With many manual processes digitalised, the productivity and operational efficiency have improved significantly
- The Property Management System for the Construction Sector Imported Labour Quarters was deployed to support accommodation and works order management of the quarters
- The Stakeholder Relationship Management System (SRMS) for the Corporate Secretariat was deployed to manage memberships and appointments of the Council, Boards and Committees. This has benefited the Council in ease of information retrieval and better stakeholder engagement
- Deployed the CIC Smart Waste Management Platform for the Environment & Sustainability Department, which assists Construction Site representatives in streamlining their operations by preparing necessary submissions to the Environmental Protection Department for landfills
- Completed the development of the Frontline Personnel Safety Performance Recording System to support the recording of desired and undesired behaviours of workers with an aim to identify bad practices and habits for correction

Workplace System Enhancements

- Completed the development of the Works Registration System and Event Registration System. The two systems established an IT-supported review process for all works to be carried out and events to be organised for review by relevant subject matter experts to reduce compliance, safety, and cybersecurity risks
- The Staff Energising Programme Reward System facilitates employees to participate in and gain participation points for rewards from volunteering, learning, and sports events during their leisure time
- Various meeting and event venues are upgraded with new Audio-Visual equipment to cater for CIC geographically diverse operations.

Technology adoptions and modernisation

- Introduced since May 2024, the ITD Brown Bag event invites colleagues and IT practitioners to share their project experience and how various IT solutions can enhance cybersecurity and productivity. The event series attracted over 500 attendees and gained popularity among CIC colleagues
- The hosting infrastructure has fully adopted active-active architect which provides a high availability and resilience environment for CIC applications. The network and system availability have exceeded 99.9% overall uptime
- Upgraded over 500 application and database servers to the latest supported operating system versions to maintain cybersecurity and optimise fault tolerance
- Implemented application code scanning technology and code deployment pipelines to identify and remove vulnerabilities and programming loopholes. The overall application security was increased

Way Forward

The ITD has also transformed from a supporting unit into a business partner that provides digital solutions to various business lines. In 2025, the ITD will focus on the following key areas:

Stakeholders and Employee Experience

- Continuously enhancing the CIC APP by adding Trade Testing Application and targeted messaging. The CIC APP is expected to contribute 15,000 days of productivity (around HK\$21.7M) to the industry by allowing workers to do worker registration and trade testing applications online
- Adopt Generative AI to assist employees with procedure observance
- Initiate Enterprise Resource Planning (ERP) revamp project by business process reengineering
- Streamline HKIC's operation by integrating the eScheduling System, Curriculum Management System and Training Management System to achieve operational efficiency
- Introduce more self-service features in the Employee Service Portal to provide convenient and guided service requests to employees

Enhancing Cybersecurity and Organisation Resilience

- To provide further assurance to the CIC and stakeholders that CIC's cybersecurity is at a healthy state and to attain ISO27001 certification
- Uplift the governance in IT Demand Management, IT Project Management, and 3rd Party Management
- Implement a new email security gateway to safeguard the CIC from phishing emails and ransomware attacks
- Replace VPN with Secure Access Service Edge (SASE) to support secure remote work and connections between CIC sites and offices
- Adopt Software-Defined WAN (SD-WAN) to lower operational costs and maintain network resilience
- Set up Network Operation Centre (NOC) to monitor and control application and work network availability, usages, and performance

Procurement

The Procurement Department is committed to supporting the operations of the CIC by understanding the needs of stakeholders and businesses, managing the transactions of goods and services, and ensuring compliance with procurement procedures. The Department aims to contribute to the efficiency of transaction flow and reporting.

Management of Major Tenders

The Procurement Department managed a number of major tenders in regard to consultancy and general goods or services in 2024, including:

- Design, Production, Educational and Promotion Services for the STEAM Education Portal
- Consultancy Services on Pilot Run of Design for Safety Implementation (2nd Phase)
- Feasibility Study on Construction Site Electrification and Clean Energy Adoption
- Digital and Social Media Agency Services for the “Design for Future, Build for Life” Campaign
- Consultancy Study and Development on CIC Smart Waste Management Tool (Phase Two)
- Expression of Interest for Provision of Enterprise Resource Planning Solution
- User Experience Study and Revamp of CIC Website
- AI-Based Digital Mailroom Service
- Cybersecurity Service Management

The Department also assisted in tender management for other large-scale events and facility uplifting projects such as:

- Event Management and Production Services for Global Construction Digitalisation Forum and Exhibition 2024
- Design and Renovation Works at 1/F of Hong Kong Institute of Construction – Kwai Chung Campus
- Provision and Installation of Gas Filters for Training Workstations at Hong Kong Institute of Construction – Sheung Shui Campus Welding Workshop

Enhancement Initiatives

Throughout the year of 2024, the Department completed initiatives in different areas of enhancement, including:

- The Corruption Prevention Department of ICAC was invited to review and provide consultation on the Procurement Manual and process with satisfactory results and valuable comments. ICAC also subsequently arranged Corruption Prevention Trainings to all staff members with a high attendance rate
- User training, including but not limited to on-board training for new joiners and Procurement Champion meetings, were conducted to reinforce the controls and requirements in procurement
- Procurement Champion mechanism and Procurement Hotline were launched to streamline communication and facilitate procurement processes
- Enhancements in procurement reporting

Project and Supplier Management

The Procurement Department assists the Project Committee with administrative tasks while ensuring that all projects adhere to the Project Management Handbook (Non-Capital Projects). Additionally, the Department maintains and expands the supplier database and regularly reviews suppliers' performance.

Way Forward

With the engagement of an external consultant to streamline processes within the procurement cycle, the Procurement Department strives for higher efficiency in processes and operations. Additionally, we are further enhancing procurement digitalisation, and plan to leverage Large Language Model (LLM) AI solutions to better understand and meet procurement requirements for all CIC colleagues. These initiatives will ensure more efficient procurement processes, aligning with our commitment to continuous improvement.



Finance

The Finance Department has continued to serve as a strategic business partner to the CIC and its stakeholders throughout 2024, delivering a full spectrum of finance services, including but not limited to financial and management reporting, levy assessment and collection, strategic planning and decision support, budgeting and forecasting, treasury and investment management, financial analysis, company secretarial work, bank account operations, and various finance-related projects.

In 2024, the Finance Department accomplished significant milestones in its pursuit of digitalisation, process optimisation, and enhancement of corporate governance.

Furtherance of Digitalisation for Levy Operations

The Levy E-Service platform facilitates levy form submission by the Contractors in a more effective and efficient manner. It provides a direct means for the CIC to maintain a transparent communication with the Contractors. With the use of computer technology, stronger controls and compliance are made possible with the levy system. The use of AI has also helped to identify non-reported cases which should be subject to levy.

Efficient Treasury Management

The Finance Department created and launched a set of management dashboards to provide management and relevant stakeholders with detailed insights on investment and treasury performance. These dashboards bring together important financial data and performance indicators and facilitate management in making informed decisions. By combining key information, these dashboards improve the ability of the departments to monitor and optimise financial results effectively.

Enhanced Performance Monitoring

Business plans, budgets, and key performance indicators (KPIs) are integrated as departmental resource planning and management tools based on a cloud storage platform. Regular monitoring of budget utilisation and KPIs performance ensures achievement of the CIC's strategic goals and effective resource utilisation.

Improved Reporting and Control for Construction Sector Imported Labour Quarters (CSILQ)

The capital expenditures and operating costs of CSILQ were closely reviewed to maximise its cost-effectiveness. The financial reporting processes were further enhanced to provide timely financial updates, facilitating more efficient resources planning and budgeting for CSILQ.

Way Forward

The Finance Department will continue to explore the digitalisation journey to further enhance various finance functions. New dashboards will be developed to provide comprehensive and actionable insights for decision-making. This initiative will involve developing constructive recommendations and action plans to streamline processes and ensure effective resource utilisation. Further enhancements on levy system will be made to improve users experience in levy form submission and communication with the CIC. The Finance Department will continue to deliver financial expertise and professional advice, supporting the CIC in enhancing benefits for all stakeholders and achieving its strategic objectives.

Legal and Compliance

In 2024, Legal and Compliance Department (L&C) has made significant strides in strengthening our ethical, legal, and data protection frameworks. We have successfully developed and institutionalised a robust Whistleblowing Policy and a comprehensive data privacy governance framework.

The launch of the Whistleblowing Policy by L&C demonstrates the management's commitment to empower employees and stakeholders to report unethical or unlawful behavior with confidence and to cultivate a culture of high integrity and ethical accountability. We established clear protocols and practice notes and conducted employees' training to ensure its effectiveness. The role of continual monitoring was timely handed over to the independent Internal Audit Department by end of December 2024 to enhance corporate governance.

By managing internal and external complaints to ensure remedial and improvement actions are taken, L&C performed Service Enhancement functions in 2024 before handing over to the Internal Audit Department by year end.

L&C has also established a comprehensive governance framework for data protection across the organisation. This includes standardising the way we communicate to our stakeholders on our data practices, ensuring consistency and clarity. A Data Protection Officer was appointed to oversee this governance structure for data protection, with support from Data Protection Champions across

different business units. Data practices have been reviewed to align with the newly established Personal Data (Privacy) Policy and its Standards and Procedures and ensure that privacy consideration is integrated into the business process early on.

To further embed a culture of data protection, we have implemented role-based training programmes tailored to the specific responsibilities of employees. These sessions are complemented by regular Data Protection Champions meetings, which serve as a platform for knowledge sharing, issue escalation, and continuous improvement. These champions play a critical role in fostering awareness of data protection and become advocates for privacy and compliance.

Way Forward

Looking ahead, as a foundation, we recognise that these past achievements are not merely procedural, they represent a cultural shift towards greater integrity, accountability, and trust. As L&C continue to evolve, L&C remain committed to advocating and upholding the highest standards of legal services and compliance standards in the CIC.

DIVERSITY AND INCLUSION

Embracing Diversity Within and Beyond the Industry

In an increasingly interconnected world, the CIC recognises that diversity and inclusion are essential to fostering a vibrant and innovative workforce. The CIC's commitment to inclusivity ensures that all individuals, regardless of background, have opportunities to contribute and thrive in the construction industry. This section highlights the CIC's efforts in promoting a culture that values diverse perspectives and experiences within and beyond the company.

Fostering an Inclusive Workplace

The CIC is dedicated to cultivating a supportive work environment that prioritises diversity and inclusion. Throughout 2024, the CIC organised a variety of staff engagement activities, including the Family Fun Carnival, Movie Days and the Annual Dinner, strengthening camaraderie among employees as well as with their families. Employee assistance programmes, such as EmPower article sharing and regular wellness workshops, contributed to employee well-being, creating a sense of belonging and appreciation within the workforce. The CIC Education Support and Scholarship for Staff Children has also been enhanced to provide financial assistance and scholarships for the education of staff members' children.

Caring for Workers and Their Families

Deep commitment to supporting the vitality of construction workers and their families is evident in CIC initiatives. In 2024, the Construction Workers Carnival was hosted in celebration of the vital contributions of frontline workers, which honoured workers in the presence of their families and fostering a sense of pride in their essential roles, as well as provided a fun-filled day for workers and their families while emphasising the importance of a safe working environment. The Outreach Medical Examination Scheme on Construction Sites provided registered workers with on-site health examinations, while the Construction Workers Professional Development Scheme incentivises workers to enhance their skills and pursue trade qualifications, building a culture of continuous development.



Engaging the Next Generation

To nurture future talent, the CIC launched the Graduate Trainee Programme, designed to provide high-calibre graduates with comprehensive training and mentorship in the construction sector. This year, a Career Fair at Huaqiao University was also organised to encourage students from diverse backgrounds to explore careers in construction.

Organised by the Construction Industry Council Youth Affairs Committee, the Construction Youth Exchange Programme in Greater Bay Area (GBA) 2024 facilitated mutual exchange between Hong Kong and Mainland students. This 10-day programme allowed participants to visit significant construction projects and technology firms across the Greater Bay Area, broadening their understanding of the industry and strengthening connections that inspire future career paths.

Community Engagement and Public Awareness

The CIC places a strong emphasis on community engagement and social responsibility. Our Construction Industry Sports & Volunteering Programme (CISVP) promotes a healthy lifestyle and instils a caring culture among industry practitioners via diversified events and activities, some of which raised funds to support families affected by construction incidents. Sports activities also created opportunities for practitioners to engage in physical exercise while building a sense of community. Our commitment to inclusion ensures that all participants feel welcomed and valued, regardless of their gender, ethnicity and background.



The CIC-Zero Carbon Park (CIC-ZCP) has actively engaged with both the industry and the community to promote green construction and sustainable living. Throughout the year, a variety of initiatives such as the New Energy Bus Carnival, ZCP Easter STEAM Carnival and garnered enthusiastic participation from the public. In continuous collaboration with the Development Bureau, the “Design for Future, Build for Life” Campaign has also been spearheaded to enhance public understanding of the construction industry.



Way Forward

The CIC is determined to embrace diversity and inclusion throughout the construction industry through active engagement with students, support for workers and their families, and the creation of a welcoming environment for all. Looking ahead, the CIC will continue to implement innovative programmes that promote inclusivity, building a brighter future for the CIC, the construction industry as a whole, and society at large.

OUR SUSTAINABILITY JOURNEY



OUR SUSTAINABILITY JOURNEY

About this Sustainability Journey

Reporting Coverage

This Sustainability Journey (Journey) highlights sustainability performance and achievements of the Construction Industry Council (CIC) in 2024. It outlines the initiatives implemented by the CIC to promote sustainability within the construction industry and demonstrates how the CIC is driving progress in its operations.

Unless otherwise specified, the information and performance data presented in this Journey pertain exclusively to the CIC in Hong Kong.

Reporting Period

This Journey covers the CIC's sustainability progress and achievements during the reporting period from 1 January 2024 to 31 December 2024.

Stakeholder Feedback

At the CIC, we place great importance on the feedback of our stakeholders as part of our commitment to continuous improvement in sustainability. Your insights are invaluable to us, and we welcome your feedback.

For any feedback or inquiries, please contact us at e&sdepartment@cic.hk.

Building Momentum for a Sustainable Future

Sustainability is at the core of the CIC's mission which strengthens the construction industry's resilience and long-term value. As a pivotal sector shaping the built environment, the construction industry has a profound impact on natural resources, carbon emissions, and well-being of employees and the community. Recognising these challenges, the CIC is committed to driving sustainable development by integrating environmental stewardship and innovation technologies, and fostering a strong safety culture.

For the CIC, sustainability is more than a responsibility – it is a strategic imperative that drives innovation and industry transformation. It is an opportunity to lead, innovate and set new benchmarks for the industry. By embedding sustainability into its operations and championing industry-wide initiatives, the CIC aims to address pressing global challenges, including climate change, resource scarcity, and workforce development.

Through this commitment, the CIC empowers the construction industry to build responsibly, reduce its environmental footprint, and contribute to a more sustainable future for Hong Kong and beyond.

The Leap in 2024

Driving Industry-wide Transformation

Safety is the cornerstone of a brighter future. To champion this, the CIC designated 2024 as the "Year of Construction Safety and Digitalisation", launching training initiatives and campaigns to promote a safety-first culture. As the key initiative, the CIC launched the Smart Site Safety System Labelling Scheme (4SLS) with the Development Bureau, to drive the full adoption of Smart Site Safety System (4S) in both public and private works.

The CIC has played a key role in driving industry-wide sustainability initiatives. In 2024, the CIC spearheaded and influenced several transformative events and collaborations. The signature event in 2024 was the CIC Global Construction Digitalisation Forum and Exhibition (GCDFE 2024).



Exhibition of GCDFE 2024



Forum of GCDFE 2024

In addition, the CIC launched the CIC APP in 2024, digitalising the construction industry. From worker registration to real-time safety updates, it streamlines operations, enhances sustainability and aligns technology with environmental responsibility.

OUR SUSTAINABILITY JOURNEY

Sustainability Achievements within CIC Operations

The CIC made significant strides in advancing sustainability in its operations, further solidifying its commitments. Key achievements in 2024 include:



Excellence Award of 2024 HKMA Quality Award



Hong Kong Volunteer Award - Outstanding Non-commercial Organisation Award



Excellent Level – Energywise Certificate for the CIC Headquarters







Excellent Level – Wastewise Certificate for the CIC Headquarters

The Foundation of Sustainability

We embed sustainability in our corporate culture and operations, reflecting our commitment to sustainable development for our stakeholders and future generations. As we work towards a more sustainable future, we are proud to lead the way on the path to carbon neutrality.

Since 2020, we have embraced the United Nations Sustainable Development Goals (UNSDGs) by formulating the CIC Sustainability Framework, which is built upon four strategic pillars:

			
Resources	Intelligence	Culture	Talent
Section – Building with Nature in Mind	Section – Driving Change Through Innovation	Section – People at the Heart of Sustainability	
Leading the way in sustainable building practices	Elevating capacity for a brighter future and more innovative future	Promoting sustainability through ethics, health, and safety	Empowering our workforce to unlock limitless possibilities

These pillars guide our efforts to create a more sustainable industry and ensure our practices align with the global sustainability goals.

To stay aligned with the operation needs, industry trends, and continuous improvement, we are reviewing our sustainability strategy and performance with a focus on the following key objectives:

- **Reviewing a Sustainability Strategy** – Ensuring our approach addresses the most pressing environmental and social challenges
- **Establishing Key Metrics** – Developing measurable indicators to track and evaluate progress
- **Identifying Opportunities for Continuous Improvement** – Pinpointing specific opportunities to enhance our sustainability impact

Stakeholder engagement is essential for advancing our sustainability. By actively engaging stakeholders across the entire construction value chain, including developers, contractors, suppliers, regulators, and the public, we ensure that diverse perspectives are considered and aligned with sustainability goals.

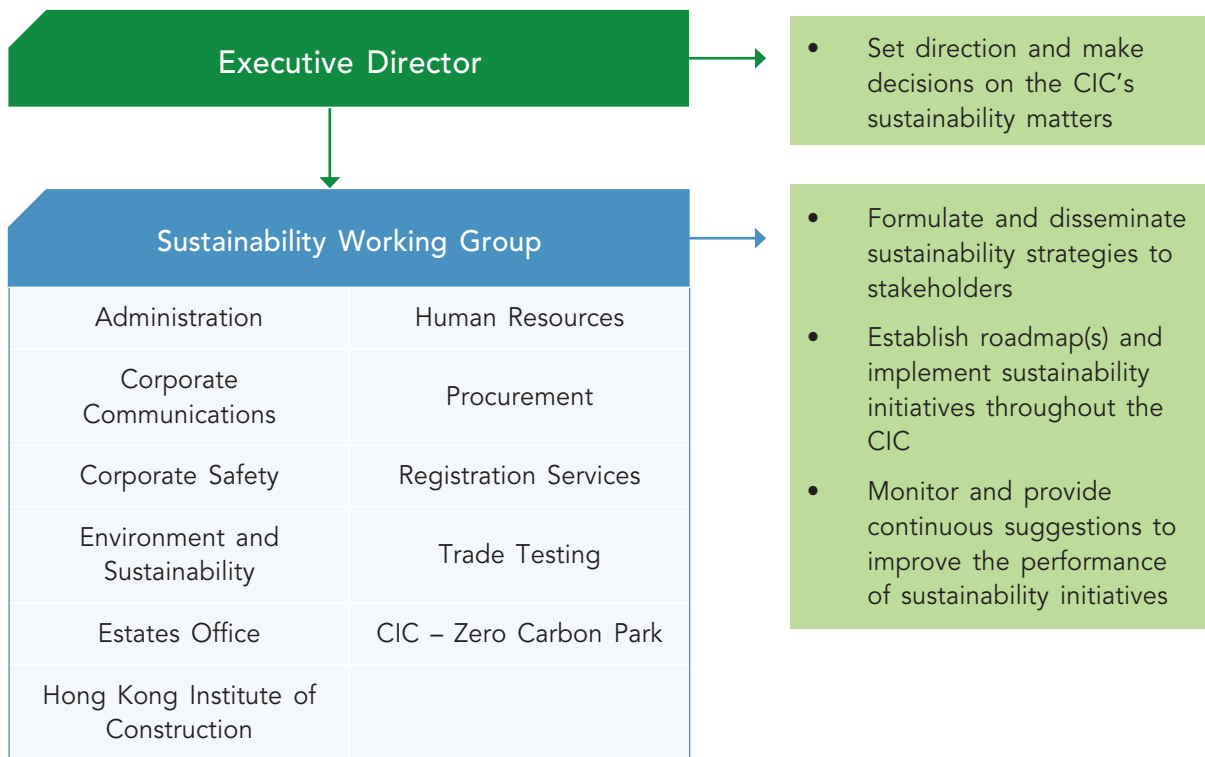
Through regular dialogue, collaborative initiatives, and transparent communication, we foster a shared commitment to addressing environmental, social, and safety challenges.

Building Trust Through Integrity

At the CIC, we are committed to upholding high governance standards throughout our sustainability journey. Through a structured and multi-level approach, we consistently review and enhance the relevant governance framework to ensure it remains effective and transparent.

Sustainability Governance Structure

To effectively manage and implement sustainability-related initiatives, we have established a dedicated cross-departmental Sustainability Working Group (SWG), to coordinate efforts across the CIC, ensuring that sustainability principles are fully integrated into our operations.



Fostering Industry-Wide Collaboration

Our commitment to sustainability extends beyond our organisation. Through proactive leadership, the CIC strives to foster a more sustainable future for the entire construction industry.

The CIC Committee on Environment and Sustainability (Com-E&S) and various working groups, comprising of key stakeholders across the industry's value chain, are instrumental in devising robust strategies and plans. These initiatives aim to promote environmental protection and advance sustainable actions in the construction sector.

For further details on the Com-E&S's roles and responsibilities, please refer to Chapter – Committees and Boards.

Integrity and Conduct



We are fully dedicated to honesty, integrity, and fair play in delivering services to the industry and the public. These core values are at the heart of our operations, ensuring that we maintain the trust and confidence of our stakeholders while fostering ethical business practices across all levels of the CIC.

Anti-bribery and Corruption

We adopt a zero-tolerance approach to bribery and corruption. To mitigate risks and uphold the highest ethical standards, we have implemented strict policies and controls, including the following:

Policies and Controls

The Code of Conduct which includes various guidelines on prevention of bribery, solicitation and acceptance of advantages, offering of advantages, managing conflict of interest, etc. forms the foundation of our anti-bribery and corruption measures. The Code of Conduct outlines key principles and control requirements to address bribery and corruption risks.

Manuals, such as the Procurement Manual, incorporate anti-bribery and corruption elements to ensure risks are identified and mitigated effectively throughout the procurement and business processes.

Vendors and Suppliers

We hold all vendors and suppliers working with the CIC to high standards of integrity, requiring them to adhere to moral and ethical practices in alignment with the Prevention of Bribery Ordinance (Cap. 201) (POBO). This commitment to ethical business practices is reinforced at critical stages of supply chain engagement, including proposal and tender invitation, and agreement signing.

If a vendor or supplier is found to have violated the CIC's specified code of conduct, they will be blacklisted and their existing contract will be terminated. To uphold accountability, we maintain a blacklist to prevent future engagement with unethical partners.

By holding our vendors and suppliers to these rigorous standards, we ensure that our operations remain rooted in integrity and that our partnerships reflect our commitment to ethical standards.

Conflict of Interest

To safeguard the CIC's integrity and maintain stakeholders' trust, we have established a mechanism to manage personal conflicts of interest. This mechanism includes approvals, control measures and segregation of duties.

The Code of Conduct outlines policies on the management of conflicts of interest concerning employees' official duties. The CIC will review and update it regularly to ensure alignment with the best practices and the emerging ethical standards.

Additionally, all staff members are required to thoroughly read and declare compliance of the Code of Conduct upon their arrival on board, as well as to declare their compliance annually.

Ethical Training for Employees

To embed a culture of integrity across the organisation, the CIC arranges annual anti-corruption training for all staff. This training is designed to empower employees with the knowledge and skills to identify unethical activities, prevent corruption and bribery and uphold the highest standards of ethical conduct in their daily roles.

ANTI-CORRUPTION TRAINING

is mandatory for all employees.

Through these measures, the CIC ensures that its employees are fully equipped to act in alignment with its core values and contribute to a culture of transparency, accountability, and trust.

OUR SUSTAINABILITY JOURNEY

Safeguarding Data

Data Privacy

We are committed to protecting and respecting the data we collect, hold and process in compliance with the Personal Data (Privacy) Ordinance (Cap. 486). Our approach to data privacy is built on having the right talent, controls, policies, processes and systems in place to ensure the effective and ethical management of privacy risk.

Data Privacy Policy

In 2024, we have not only promulgated our own Personal Data (Privacy) Policy and the Standard and Procedure, but also built up and executed mechanisms to ensure compliance with the Personal Data (Privacy) Ordinance (Cap. 486). This policy sets forth a clear approach, establishes the requirements compliant with privacy laws, and defines roles and responsibilities for data privacy and data protection enforcement. The policy's Standard and Procedure also provide actionable guidance and regulatory requirements for the specific areas of data privacy, such as data collection, consent management, direct marketing, and so on. In addition, the existing Document Retention Policy governs the management and retention of all physical documents produced during business, ensuring proper handling of sensitive information throughout its lifecycle. Moreover, departments devised their respective Data Retention and Erasure Schedules in accordance with legal requirements and operational needs.

To uphold data privacy across all levels of the CIC, all staff members strictly adhere to the six Data Protection Principles:

- Purpose and manner of collection
- Accuracy and retention
- Use of data
- Data security
- Openness and transparency
- Access and correction

Roles and Responsibilities

To ensure effective implementation of all data privacy measures, we have established a structured governance framework, which includes key roles and processes:

- *Data Protection Officer*

The designated Data Protection Officer is responsible for overseeing the implementation of the Personal Data (Privacy) Policy and its accompanying Standard and Procedure. This officer reports directly to the Executive Director and the Audit Committee, ensuring accountability and transparency at the highest level.

- *Personal Data Champions*

Each department has appointed Personal Data Champions, who coordinate efforts from the top management at departmental level to enhance employees' awareness of legal and regulatory requirements and promote prudent management and handling of the organisation's extensive pool of personal data. Regular meetings were held to address issues of personal data.

- *Annual Data Review*

Each department conducts an annual review of its retained personal information inventory and submits a report to ensure compliance with all required privacy standards within the organisation and its vendors who act as data processors.

Our top management firmly sets the tone for data protection and cascade to all levels, reflecting the CIC's commitment to safeguarding personal data and upholding privacy standards across all operations.

Education and Awareness

We recognise that people play an important role in safeguarding data and mitigating privacy risks. To this end, we provide comprehensive data privacy training to all staff members and identify role-based training for Personal Data Champions. These training programmes focus on increasing awareness of data security risks and equipping employees with the tools and behavioural guidelines necessary to effectively protect our stakeholders.

Cybersecurity

As the cyber threat landscape continues to evolve, we remain vigilant in protecting the integrity of its data and systems. We have invested in robust cybersecurity measures and continuously updated our practices to meet the highest industry standards, safeguarding the interests of our stakeholders and the public.

Cybersecurity Measures

In March 2024, we introduced the Information Classification and Handling Standard, which governs information management across its lifecycle. This standard defines roles and responsibilities for protecting information and outlines the processes for identifying, classifying, registering, handling, securing, maintaining, and disposing of information. Information is now categorised into four levels:

- Highly Confidential (Highest)
- Confidential
- Internal
- Public (Lowest)

Access to highly confidential information is strictly limited to authorised personnel, with redistribution and duplication prohibited. Sensitive electronic data is protected through encryption, with additional password security for highly confidential files. Encrypted channels are used for data transfers. Large volume of data transfers require prior approval from the Information Technology and the Legal departments. For secure disposal, magnetic media is erased or degaussed, physical storage devices are destroyed, and data is permanently deleted from servers and cloud platforms.

To further strengthen cybersecurity, we have adopted advanced tools and controls, such as Azure Information Protection (AIP), Data Leak Prevention (DLP), Data encryption, and Access control management.

This standard and these control measures are reviewed and updated annually to ensure continued alignment with emerging threats and best practices.

OUR SUSTAINABILITY JOURNEY

Cybersecurity Training and Awareness

Throughout 2024, we prioritised staff training and awareness to reinforce our defences against cybersecurity risks. Training initiatives included:

- Mandatory e-learning modules and voluntary webinars for all employees
- A Townhall Meeting, hosted by cybersecurity expert of the CIC
- The launch of a Gamified Phishing Email Campaign in March 2024, designed to enhance staff awareness of phishing risks and empower them to act as "human firewalls". Gifts are given to motivate staff who report phishing risks promptly.

100%

Employees completed the mandatory cybersecurity training in 2024

We provide ongoing education through:

- A Cybersecurity Monthly Newsletter featuring updates on current risks and mitigation strategies
- Regular email tips on identifying phishing emails as part of the Phishing Email Review Program

By adopting a proactive approach to cybersecurity and data privacy, we ensure resilience, reliability, and robustness of our data systems.

Due to the consistent efforts and collaboration across all levels of the CIC, we are proud to have achieved an A grade from SecurityScorecard in 2024, which reflects our dedication to maintaining exemplary cybersecurity practices and protecting the interests of our stakeholders.

A GRADE

from SecurityScorecard

Building with Nature in Mind

We are dedicated to advancing the sustainability evolution in the Hong Kong construction industry while fostering future-ready operations that align with principles of environmental stewardship.

Since 2018, we have steadfastly advocated for sustainable construction, continually striving to integrate eco-friendly practices and decarbonisation principles into every aspect of the industry. By embedding sustainability into our core operations and influencing stakeholders across the construction value chain, we aim to create a greener and more resilient future for Hong Kong.

Key Initiatives: CIC Sustainable Construction Roadmap

2018

The first edition of CIC Sustainable Construction Award
Recognition of best sustainability practices among organisations and industry practitioners



CIC SUSTAINABLE
CONSTRUCTION AWARD
建造業議會可持續建築大獎

2019

CIC Carbon Assessment Tool
Carbon accounting platform for construction projects



CIC Carbon Assessment Tool
建造業議會碳評估工具

CIC Green Product Certification
Certification for building and construction products/materials



CIC GREEN
PRODUCT CERTIFICATION

2023

The third edition of CIC Sustainable Construction Award

2022

iBEAM Unison
A digital platform for green building assessment, which enables BIM-based submission



2021

CIC Sustainable Finance Certification Scheme
Common framework for construction green finance application



CIC Sustainable Finance Certification Scheme
建造業議會可持續金融認證計劃

2020

The second edition of CIC Sustainable Construction Award

2023

Smart Waste Management Tool
A one-stop digital platform that digitalises and streamlines processes from waste data collection to management



Smart Waste Management Tool
建築廢料智慧管理工具

Carbon Neutrality Strategy Study for the Hong Kong Construction Industry
Directions for the industry to move towards Carbon Neutrality 2050

CIC Global Construction Sustainability Forum and Exhibition 2023 (GCSFE)
The first construction-specific sustainability global forum and exhibition in Hong Kong



2024

Follow-up initiatives of decarbonisation directions for the Hong Kong construction industry:

- Feasibility Study of Construction Site Electrification and Clean Energy Adoption
- Exploration Study for Alternative Construction Methods, Tools and Services for Reducing Timber Waste
- Development of a Material Exchange Platform

Driving Environmental Sustainability in the Industry

Recognising that the construction industry is one of the most carbon-intensive industries, we have taken a leadership role in driving sustainable practices and adopting advanced technologies to elevate the industry's overall sustainability performance. This commitment reflects our dedication to addressing climate change and fostering a more resilient future for Hong Kong's construction landscape.

Decarbonisation Directions



As part of its unwavering commitment to sustainability, we released the leaflet titled Decarbonisation Directions for Hong Kong Construction Industry in May 2024, which outlines three critical pathways for achieving a lower-carbon construction industry:



- Construction Site Electrification and Clean Energy Adoption



- Construction and Demolition Waste Management



- High Productivity Construction and Construction Digitalisation

Building on this foundation, we launched three follow-up initiatives in 2024 to translate these directions into actionable outcomes.

(1) Feasibility Study of Construction Site Electrification and Clean Energy Adoption



This study assesses the feasibility and readiness of electrification and clean energy solutions at Hong Kong's construction sites. By evaluating current practices, emerging technologies, policy support, and financial viability, it will provide practical recommendations to guide the industry towards sustainable energy use. The study will serve as a blueprint for cleaner and more energy-efficient construction sites.

(2) Exploration Study for Alternative Construction Methods, Tools and Services for Reducing Timber and Timber Formwork Waste



Timber waste, primarily driven by the extensive use of timber formwork, is one of the most significant waste streams in construction. To address this, we initiated a study to explore innovative construction methods, tools, and services for reducing timber and formwork waste. This initiative aims to address landfill contributions and carbon emissions.

(3) Development of a Material Exchange Platform



To promote a circular economy within the construction industry, we are developing a Material Exchange Platform, a digital hub that connects construction sites, recyclers, and product innovators. This platform aims to facilitate the reuse and recycling of surplus and waste materials, extending their life cycle and reducing landfill waste. Once fully operational, it will serve as an essential tool for advancing sustainable material management in the construction industry.

Other CIC Decarbonisation-related Tools and Initiatives

In addition to these new initiatives, we have developed several decarbonisation-related tools and programmes to empower the construction industry to reduce its carbon footprint.

Smart Waste Management Tool

Launched in April 2024, the Smart Waste Management Tool (SWMT) is a web-based platform that streamlines the tracking and management of construction and demolition (C&D) waste. It centralises waste data input, analysis, approval, verification, and storage, reducing reliance on manual processes and enabling data-driven waste reduction strategies.

A second phase of improvements to the SWMT was initiated in 2024 to further enhance usability. These enhancements will make the SWMT even more user-friendly and effective in supporting waste reduction targets.

CIC Carbon Assessment Tool

In 2024, we engaged academics and industry professionals to review and validate methodologies of the CIC Carbon Assessment Tool (CAT). Positive feedback affirmed its robustness, and we are committed to enhancing CAT's transparency and usability for broader adoption.

25% ↑
in the cumulative number of
CAT users compared to 2023

CIC Green Product Certification

In 2024, extensive stakeholder engagement was conducted for revamping the CIC Green Product Certification (GPC). This included updating the assessment criteria and incorporating additional product categories to align with the international and national standards, and the evolving sustainability needs of the construction industry. The upgraded certification scheme will be launched in 2025. This enhancement will support the industry's transition to more sustainable procurement practices.

CIC Sustainable Finance Certification Scheme

Throughout 2024, we organised engagement sessions with various financial and construction professionals to bridge knowledge gaps and encourage the scheme's adoption. Moreover, awareness and practical training sessions were held to equip assessors with the necessary knowledge and skills.

In October 2024, we commenced the Study for Enhancement and Repositioning of the CIC Sustainable Finance Certification Scheme (SFCS). This study aims to align our sustainable finance initiative with the evolving needs of the construction industry.

CIC-Zero Carbon Park

Igniting Green Living and Environmental Awareness

The CIC-Zero Carbon Park (CIC-ZCP) stands as a pivotal hub of sustainable innovation, inspiring individuals and industries to embrace a greener future. By showcasing low-carbon living, renewable energy applications, green building design, and the recycling of materials, CIC-ZCP transcends theoretical ideas into practical solutions. Visitors are invited to delve into these concepts through guided tours and immersive workshops, offering a hands-on journey into sustainable living possibilities.

1,132

Complimentary guided tours

122

Low-carbon workshops

In November 2024, during the Construction Month, CIC-ZCP brought the theme "Constructing a Greener Future" into action by hosting over 30 impactful events. From the ZCP Drive to Zero Exhibition and construction digitalisation forum to the flagship award ceremony and STEAM education activities, the month-long festivity captivated over 50,000 visitors. These events elevated public awareness and industry innovation, underscoring a steadfast dedication to sustainability and carbon neutrality.

Beyond the spotlight of Construction Month, CIC-ZCP sustained its advocacy to promote sustainable practices. Initiatives like GO Green GO Life encouraged practical low-carbon habits, while our first-time collaboration with JupYeah to organise a fashion swap promoted sustainable consumption by reducing waste. In 2024, CIC-ZCP also sponsored 10 projects organised by charities, NGOs, and industry stakeholders, further driving community engagement in environmental efforts.



GO Green GO Life

CIC-ZCP's dedication to nurturing future leaders was evident through programmes such as the Easter STEAM Fiesta and the ZCP Green Heroes Programme, which inspired nearly 4,000 young members - a 25% increase from 2023 - to take an active role in carbon reduction activities. Meanwhile, the CIC-ZCP STEAM Lab equips aspiring youth with essential skills to steer the construction industry towards carbon neutrality. In 2024, the STEAM Lab doubled its guided tours, arranging 416 tours to engage and educate young minds.



CIC-ZCP STEAM Lab

Through these interconnected initiatives, CIC-ZCP seamlessly blends education, innovation, and community outreach. Its efforts inspire individuals of all ages to embrace sustainable practices, paving the way for a more resilient and greener future for all.

Our Approach to Our Operations

We are committed to reducing carbon emissions and minimising the environmental impacts within our operations. By embedding environmental consciousness, we strive to create greener, more resource-efficient workplaces while aligning with regulatory requirements.

Our Commitment to Environmental Management

To guide our efforts on low-carbon operations, we have developed an Environmental and Sustainability Charter, which provides strategic directions across key areas such as stakeholder engagement, compliance, natural resource preservation, pollution prevention, waste reduction, emergency preparedness, green purchasing, and environmental management systems. The Charter will be reviewed and updated every two years to remain relevant and impactful.

Furthermore, we introduced a Green Purchase Policy, encouraging all staff to consider environmental impacts when purchasing applications and making procurement decisions. This policy will be annually reviewed and updated if necessary.

We have also implemented workplace enhancement programmes focusing on energy efficiency and waste management. Our operations comply with Hong Kong's environmental regulations, including the Air Pollution Control Ordinance (Cap 311), the Water Pollution Control Ordinance (Cap 358), the Waste Disposal Ordinance (Cap 354), the Building Energy Efficiency Ordinance, and so on.

Sustainable Practices in Our Premises

Water Efficiency and Wastewater Management



We have embraced innovative water-saving measures to reduce water usage and prevent unnecessary waste. The real-time Internet of Things (IoT) water leakage sensors have been installed in restrooms to detect and repair leaks promptly, significantly reducing water consumption. Additional measures, such as water flow controllers, flushing sensors, and smart meters, enable precise monitoring and optimisation of water usage. Routine water tank cleaning and water sample testing further ensure the quality and reliability of our water systems.

We also manage our wastewater properly. For example, wastewater generated from the painting section in the Hong Kong Construction Industry Trade Testing Centre (HKCITTC) is treated through sedimentation tanks to meet the environmental standards and minimise pollution before discharge.

Energy Optimisation and Renewable Energy



We have integrated renewable energy solutions into our operations. This includes upgrading EV chargers at CIC-ZCP to promote electric vehicle adoption. We are also replacing corporate gasoline vehicles with electric vehicles and encouraging carpooling among staff travelling to the same destination.

Energy efficiency is enhanced by monitoring electricity consumption at our premises, procuring energy-efficient appliances, setting devices to sleep mode when idle, and introducing timers to turn off unused lighting.



233,274 kWh
from clean energy sources,
such as solar power systems and
biodiesel 100 generator

OUR SUSTAINABILITY JOURNEY

Comprehensive Waste Management





We have implemented a robust waste management strategy to reduce waste generation and promote recycling. Environmentally friendly materials are used for renovations, and second-hand office furniture is purchased to minimise resource consumption. Materials such as cartons are reused during office relocations, and waste segregation and recycling programmes are actively supported through GREEN@COMMUNITY initiatives.

Recycling bins are strategically placed across our premises to collect waste materials, such as paper, steel, other metals, plastics, and expired safety helmets. At HKCITTC, tested materials that can be reused are sent to the Hong Kong Institute of Construction (HKIC) for further use, thereby extending their lifecycle. Other measures include replacing cups with reusable ones during meetings, installing hand dryers in washrooms to reduce paper waste, collecting and recycling toner and ink cartridges and other materials, with progress tracked for accountability.

Recycled **>111,000 kg**
of materials in 2024 within all CIC's premises

Breakdown of recycled materials

 Metal 98,816.00 kg	 Glass 292.40 kg
 Paper/Cardboard Packing 9,316.75 kg	 Food Waste 3,300.00 kg
 Plastics 1,565.37 kg	 Electronic waste 416.00 kg

Promoting Paperless Operations



Our operations emphasise reducing paper consumption through digital transformation. We have adopted e-forms, e-signage, online notices, and electronic surveys to replace printed materials. Double-sided and black-and-white printing are encouraged, and paper and envelopes are reused whenever possible. Tablets and projectors are used for meetings instead of printed documents.

Environmental Programmes and Certifications

We actively participate in programmes to enhance environmental awareness and sustainability. For example, we participated in the Hong Kong Green Organisation Certification's schemes for our headquarters, including the Energywi\$e Certificate, Wastewi\$e Certificate, Energy Saving Charter and Food Wise Charter. These certifications reflect our commitment and performance in energy efficiency, waste reduction, and responsible resource management.



Energy Saving Charter and Food Wise Charter

Tracking Progress and Future Goals

We closely monitor the environmental impact of our operations, including electricity, water, and gasoline consumption to identify areas for improvement. By implementing innovative technologies, fostering sustainable behaviours, and adopting clean energy solutions, we aim to continually enhance our environmental performance and contribute to a greener future.

Change Through Innovation

As an innovation and digitalisation resource hub, we are dedicated to leading the construction industry towards a sustainable future through transformative advancements. By championing innovation and leveraging technology, we aim to enhance productivity, quality, safety and sustainability across the industry.

We are the trailblazers at the forefront of this dynamic shift, providing essential guidance and reference materials to empower the industry in confidently integrating cutting-edge technologies into their operations, enabling seamless adaptation to the demands of a rapidly evolving industry landscape.

By fostering a collaborative ecosystem, we promote innovative and sustainable construction practices that drive the widespread adoption of innovative solutions. This collective effort positions the construction industry to unlock unparalleled growth opportunities, improve project efficiency, and achieve outcomes. Ultimately, our work contributes to creating a sustainable built environment that meets the needs of future generations while supporting the industry's long-term development and success.

Driving Innovation in the Industry



Showcasing & Catalysing Collaborations

As part of our mission to drive innovation, we actively facilitate platforms that showcase cutting-edge technologies and catalyse meaningful collaborations across the construction industry. By bringing together global experts, thought leaders, and stakeholders, these initiatives accelerate the adoption of transformative solutions.

CIC Global Construction Digitalisation Forum and Exhibition 2024

The CIC Global Construction Digitalisation Forum and Exhibition (GCDFE) 2024, co-organised by the Development Bureau and the CIC, exemplified our commitment to driving digital transformation in the construction industry. Held from 29 to 30 October 2024, the event attracted global participants and featured forums, exhibitions, and live demonstrations, showcasing how technologies like digital planning tools and AI-driven solutions are reshaping construction practices. The GCDFE provided a platform for knowledge exchange, empowering stakeholders to explore how digitalisation enhances productivity, sustainability, and efficiency.

10,000+

Physical and Online Visits

46 Guided Tours

46 Booths

43 Exhibitors

OUR SUSTAINABILITY JOURNEY

Global Construction Robotic Day

We also hosted the Global Construction Robotic Day on 7 and 8 May 2024, highlighting the vital role of robotics in more innovative, safer, and more sustainable construction practices.

This two-day event featured a global conference, a technology pitching session, and a Construction Robot Exhibition, which showcased 24 state-of-the-art construction robots for tasks such as measurement, floor grinding, demolition, and facade cleaning. Attendees gained valuable insights into the latest advancements in robotics and explored practical applications for integrating these technologies into their operations to enhance efficiency and safety across the construction stage.

8,000+

Participants in the exhibition

35

Renowned robotic experts for the conference

CIC R&D Conference 2024

Additionally, we hosted CIC R&D Conference on 12 December 2024. Three research teams were invited to share their latest results and practical cases in innovative building materials, construction digitalisation and smart geotechnical identification. This sharing lets participants understand the effectiveness and benefits of the application of new construction materials and technologies.

1,400+

Participants

Navigating the Digitalisation Path

Guidance and Reference Materials

To catalyse widespread industry transformation and align with the Government's initiatives, we released key reference materials in 2024, including CIC Beginner's Guide on Construction Digitalisation – Cybersecurity, Reference Materials of BIM Harmonisation for Digital Hong Kong and Reference Materials on BIM for Asset and Facility Management.



Left to Right: CIC Beginner's Guide on Construction Digitalisation – Cybersecurity, Reference Materials of BIM Harmonisation for Digital Hong Kong, Reference Materials on BIM for Asset Management and Facility Management

Professional Knowledge Hub

Through the integration of these four centres – the Construction Innovation and Technology Application Centre, the Digital Twin Hub, the MiC Resources Centre, and the CIC-ZCP – we continue to lead the industry in innovation and sustainability, connecting stakeholders, providing access to cutting-edge technologies, and fostering knowledge exchange.

The iHub guided tour connecting these four exhibition centres was introduced in 2021. In 2024, over 500 tours with more than 10,000 visitors were conducted.

Construction Innovation and Technology Application Centre

The Construction Innovation and Technology Application Centre (CITAC) is a professional knowledge hub dedicated to collecting, showcasing, and promoting the latest local and international construction technologies. By encouraging the adoption of innovative construction practices, the CITAC addresses the evolving needs of the industry.

In 2024, the CITAC organised various outreach activities to enhance industry engagement.

29 Business-to-business engagement activities

6 Webinars 2 Pitching sessions

2 Robotic tours 2 Technical visits

CIC Digital Twin Hub

The CIC Digital Twin Hub features four distinct areas: the Showcase Area, Smart Site Construction Management Corner, Multi-purpose Area, and Digital Twin Lab. Each area is designed to support the industry's digital transformation.

The Digital Twin Hub provides different functions, including experience-sharing sessions, group guided tours, and advisory workshops, all geared towards enhancing industry expertise and inspiring innovation.

MiC Resources Centre

The MiC Resources Centre is a landmark facility – one of the buildings constructed using MiC technology in Hong Kong. It disseminates professional information, shares industry updates, and supports the local adoption of MiC practices.

In 2024, the Centre hosted a seminar to showcase the construction journey of Hong Kong's first private residential MiC project, the 28 Tonkin Street Redevelopment Project. This project represents a significant milestone for the private sector, demonstrating how MiC and other innovative technologies can transform traditional construction practices.



MiC Seminar

RMAA Corner

In response to the growing demand for specialised resources in the Repair, Maintenance, Alteration and Addition (RMAA) works, we established the RMAA Corner in 2024. This corner provides in-depth insights into market trends and regulatory policies, best management practices, safety guidelines, and advanced technologies for the RMAA projects.

The RMAA Corner enhances understanding among construction professionals, property management companies, and the general public, guiding them to enhance safety awareness and practices, improve operational efficiency, and foster positive advancements across the industry.

OUR SUSTAINABILITY JOURNEY

Catalysing Transformation

Beyond sharing knowledge through our exhibition centres, we actively engage with industry professionals by organising site visits – both locally and overseas – enabling them to explore cutting-edge construction technologies and innovative practices. These initiatives foster knowledge exchange, inspire transformation, and drive the adoption of sustainable and advanced construction methods across the industry.

Overseas Study Tour

In 2024, the CIC organised a Smart and Sustainable Study Tour to Finland and the Netherlands, bringing together an 18-member delegation to explore the latest advancements in sustainable practices, digitalisation, industrial construction, smart facilities management, and reclamation technologies.

These visits deepened the delegation's understanding of global best practices and inspired new approaches to integrating sustainability and digitalisation into the construction industry.

National Studies Course and Visit

Since 2022, we have organised a signature course on national affairs in Mainland China for industry professionals. In 2024, the fifth class was held in Beijing, focusing on key topics such as New Quality Productive Forces, the Spirit of the Third Plenary Session (三中全会精神), Dual Carbon Goals, Green Development, One Country, Two Systems and Guangdong-Hong Kong-Macao Greater Bay Area (GBA) Opportunities.

The programme also included four study visits, highlighting cutting-edge advancements in construction technologies.



National Studies Course

We also organised 65 activities, including 11 technical visits, 49 exchange visits, three on-campus job fairs and two signature courses on national affairs to strengthen our connection with various parties from Mainland China, enhance supply chain collaboration, and promote the exchange of innovative technologies.

Local Site Visit

To ensure continuous updates on construction developments and foster local knowledge exchange, we organised a series of local project and factory visits. These visits provided industry professionals with hands-on insights into ongoing projects and innovative technologies.



Site Visit to Fire Station-cum-Ambulance Depot with Departmental Quarters and Facilities

Empowering Professionals with Advanced Training

Providing industry professionals with the latest construction skills and knowledge remains our core mission. The key training programmes in 2024 include:

January 2024	CIC Master Class on Digital Twin
September – October 2024	Pilot Course on Robotic Operator Training
November 2024	CIC Master Class on AI for Construction (including Large Language Models (LLMs))

We also launched the “Future Construction Excellence Programme” in 2024 to bring global perspectives and advanced technologies to Hong Kong’s construction industry. Participants attended classes, conferences, and site visits in the United Kingdom, Shenzhen, and locally, engaging with renowned experts. This immersive experience broadens horizons, driving innovation and advancing industry transformation.

To meet the growing demand for BIM talents, we continued offering courses on BIM Viewers, CIC-Certified BIM Personnel and CIC-Accredited BIM Training, issuing the following certificates by the end of 2024:

12,759 BIM Viewers

711 CIC-Certified BIM Managers

902 CIC-Certified BIM Coordinators

OUR SUSTAINABILITY JOURNEY

Recognition of Innovation Excellence

In 2024, we organised the CIC Construction Digitalisation Award and CIC BIM Competition to celebrate innovation and excellence across the construction industry.

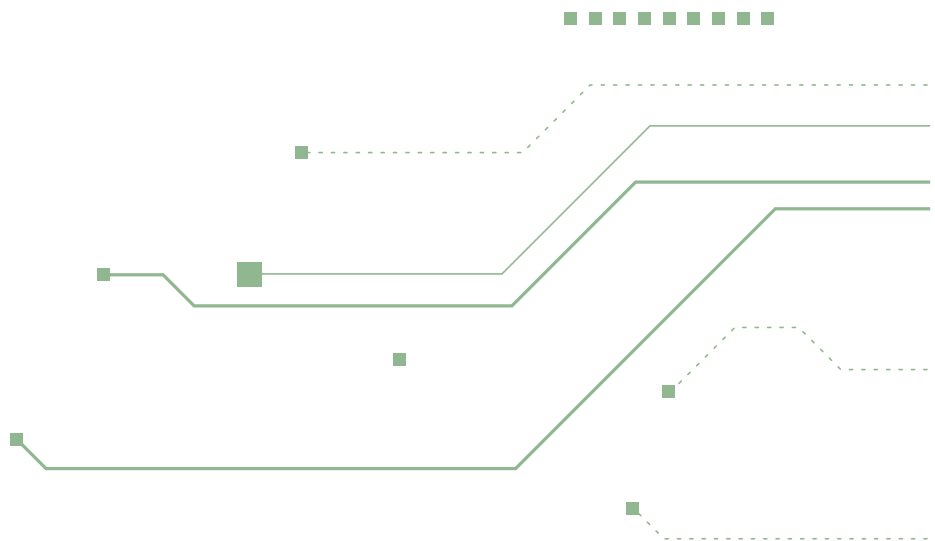
CIC Construction Digitalisation Award

The CIC Construction Digitalisation Award 2024 recognised 29 outstanding local projects and organisations for their exceptional contributions in promoting and adopting digitalisation tools and workflows, driving innovation to enhance productivity, quality, sustainability, and safety with measurable KPIs. Winners were selected through a rigorous evaluation process, reflecting their leadership in advancing digitalisation across the construction industry. To further benefit the industry, the knowledge and experience of these digitalisation leaders will be shared through post-award seminars and workshops, fostering industry-wide growth and innovation.

CIC BIM Competition 2024

For the sixth consecutive year, the CIC BIM Competition has continued to promote the practical uses of Building Information Modelling (BIM) by fostering collaboration and healthy competition among higher education students in construction-related disciplines. This year's competition revolved around the theme Develop a CIC Innovation Academy for Higher Education Students.

The Champion Team earned an exclusive opportunity to participate in the CIC Digitalisation Study Tour to Singapore in September 2024. During the tour, they explored the latest advancements and future trends in construction digitalisation through engaging with leading organisations, insightful site visits, and active participation in the International Built Environment Week (IBEW) 2024.



Funding Support: Driving Innovation and Sustainability Through Construction Innovation and Technology Fund

The Construction Innovation and Technology Fund (CITF) continues our efforts to modernise the construction industry. By providing financial support, it promotes the adoption of innovative and advanced technologies, enhances safety practices, and fosters the sustainable development of the industry.

In 2024, the CITF demonstrated its continued commitment to innovation by expanding its funding scope. This expansion now includes financial coverage for network upgrades, additional manpower, technical support and maintenance associated with implementing the Smart Site Safety System (4S). This enhancement ensures that stakeholders can seamlessly integrate advanced safety technologies.

Key CITF figures in 2024:

Contributed

>HK\$1.5 billion

for projects

Consist of

>400

products in the CITF pre-approved
technologies list

Approved

>4,400

funding applications

Benefiting

>1,200

recipients

Provided an additional funding ceiling of

HK\$1.5 million

(for the adoption of Smart Site Safety System)

The CIC APP: Driving Efficiency, Safety, and Sustainability in Construction

We launched the CIC APP in 2024, representing a groundbreaking step in transforming the construction industry through digital innovation. By streamlining services and enhancing operational efficiency, it demonstrates how technology can align environmental responsibility with improved user experience.

The CIC APP fully digitalises key services, including workers registration, payment processing, and document management. It also delivers real-time safety updates and weather alerts, ensuring timely information.

Moreover, the CIC APP reduces transportation-related carbon emissions by consolidating services into a single platform, enabling users to manage registrations, applications, and webinars remotely. This shift enhances convenience and also supports the industry's commitment to reducing its carbon footprint.

People at the Heart of Sustainability

*Our Core Values:
Guiding Our Action*

**CARING
INTEGRATED
COMMITTED**

At the CIC, people are at the heart of achieving our vision of sustainability. Rooted in our core values and organisational culture, we are guided by principles that influence how we treat our stakeholders, support our employees, and make decisions in daily business operations. These values drive our commitment to fostering an inclusive and dynamic work environment that prioritises well-being, encourages personal and professional growth, and empowers individuals to unlock their full potential.

Our focus on people aligns closely with the CIC's broader ambition of advancing sustainability in the construction industry. This commitment extends to prioritising safety as a cornerstone of a sustainable future. Through initiatives such as the "Year of Construction Safety and Digitalisation", we aim to cultivate a culture where safety is second nature; empowering workers, enhancing public confidence, and ensuring a resilient and thriving construction industry for generations.

Year of Construction Safety and Digitalisation



We firmly believe that safety is integral to shaping a brighter tomorrow. Putting words into action, the CIC has designated 2024 as the "Year of Construction Safety and Digitalisation".

Driving Safety in the Industry

Throughout the year, we have organised various safety training initiatives and awareness campaigns designed to enhance safety knowledge and skills among construction practitioners. These initiatives aim to foster a safety-first culture, empower project managers to lead by example, and encourage front-line workers to confidently "Say No to Danger".

The objectives of 4SLS are to drive the widespread adoption of 4S in both public and private works contracts, enhance the safety performance of the construction industry, and ascertain the proper use of 4S for continuous monitoring of high-risk activities within the sites.

Smart Site Safety System Labelling Scheme

In response to Technical Circular (works) No. 3/2023 issued by the Development Bureau, which mandates the adoption of the Smart Site Safety System (4S) in public works projects with a contract sum exceeding HK\$30 million, the Development Bureau, in collaboration with the CIC, launched the 4SLS in May 2024.

Safety Pilot Run Scheme

We are actively promoting “Design for Safety” to encourage construction projects to put safety into consideration from the design stage.

The Kick Start Ceremony for the first phase of the Design for Safety Pilot Run Scheme was held on 26 July 2024, where participating organisations were commended for their involvement. At the ceremony, Dr. Alex KATSANOS, representative of the Consultant and the British expert, Mr. Stephen COPPIN shared insights into the Pilot Run, including practices and application cases in Britain. It facilitated valuable discussions among the participants, assisting in strengthening their safety awareness and promoting the adoption of safer design principles.



Kick Start Ceremony for Design for Safety Pilot Run Scheme

10

projects participated in the first phase of the Design for Safety Pilot Run Scheme

Life First 2024

The 4th Life First campaign was successfully organised in May 2024, continuing our efforts to promote construction safety.

It continuously showcased outstanding efforts and achievements in improving construction safety. The campaign also featured safety conferences, site visits, and exhibitions, engaging over 300 sites and more than 3,000 participants.

“Safety Reunion” – Construction Industry Poster Design Competition

To further promote safety awareness in the construction industry, we held “Safety Reunion” – Construction Industry Poster Design Competition in 2024. With categories for parent-child teams, primary schools, secondary schools, and an open group (18-40 years old), the competition inspired creativity and contributed to enhancing construction site safety.

Over 300 entries were received, each creatively showcasing safety messages while expressing care and gratitude towards construction workers.

Safety Webinars and Reference Materials

We also periodically offered a series of webinars and workshops to promote safety and developed several key safety reference materials to enhance safety practices across the industry.



Left to Right: Standard and Guide on Lifting Operation, Standard and Guide on Scaffolding Safety and Building Services Safety Handbook

OUR SUSTAINABILITY JOURNEY

Safety First Mindset in Our Operation

Safety is a fundamental value that shapes everything we do. With strong leadership, clearly defined safety responsibilities, and the adoption of advanced technologies, we are committed to creating a safe, proactive, and innovative working environment where safety is everyone's responsibility.

Guided by the principles of "Life First" and "Say No to Danger", employees are encouraged to stop work, reassess risks and arrange appropriate safety measures whenever safety is affected. A robust framework for method statements, risk assessments, and dynamic evaluations ensures potential hazards are identified and mitigated before work begins. This process is collaborative, with employees actively contributing suggestions to enhance workplace safety.

We adopted innovative technologies like 4S while establishing the CIC Centre for Future Construction. In addition, real-time heat warnings and weather report boards were installed at the HKCITTC workshops to help minimise the heat-related discomfort of the staff and candidates.

We also prioritise safety training. New employees shall complete online workplace safety training upon joining, followed by a 2-day Foundation Certificate in Construction Safety during their probation. Mandatory safety town hall meetings, regular webinars, training sessions, pre-work briefings are organised for all staff, renewing their awareness and reminding "Construction Safety is No Small Matter, No Room for Compromising Safety" to the accident prevention.

Cultivating Professionalism and Talent

Inspiring a Culture of Excellence

Our commitment is to foster a culture of recognition and appreciation, encourage continuous improvement, and inspire the industry to strive for higher standards of professionalism. Signature award and completion in 2024 are summarised below.



**CIC OUTSTANDING
CONTRACTOR AWARD**
建造業議會傑出承建商大獎

CIC Outstanding Contractor Award

The CIC Outstanding Contractor Award Presentation Ceremony 2024, often regarded as the "Oscars of the Construction Industry," was held on 6 November 2024, celebrating 23 awards that recognised contractors excelling in Safety Culture, Corporate Innovation, Professionalisation, Integrity Management, Revitalisation, and Environmental, Social, and Governance (ESG). This year's awardees in the "Major Contractor" category have also showcased exceptional achievements in integrity management.

Notably, a new category was introduced to honour the contributions of Repair, Maintenance, Alteration and Addition (RMAA) contractors, reflecting their important role in sustaining the built environment. These outstanding contractors collaborate to advance sustainable development, create a more liveable environment, and enhance the quality of life and well-being for the public.



CIC Outstanding Contractor Award Presentation Ceremony

The 3rd Hong Kong Construction Skills Competition

The 3rd Hong Kong Construction Skills Competition introduced the Beginner Group competition this year, offering secondary school students a chance to explore construction skills and experience the competition format.

Held in December 2024, the competition featured around 30 students competing in Bricklaying, Joinery, Painting and Decorating, Plumbing and Heating, Wall and Floor Tiling, and Welding. Over two hours, participants applied their training to complete tasks, showcasing both effort and determination.

Enabling Industry Limitless Possibilities



Building Tomorrow's Workforce: Hong Kong Institute of Construction

Hong Kong Institute of Construction (HKIC) is shaping a forward-thinking workforce to lead the construction industry. Offering advanced diplomas, certificates, and hands-on site experience, the HKIC collaborates with contractors, employers, and trade unions. In 2024, 263 diverse training programmes were provided to address the industry's varied needs.

4 Advanced Diploma Programmes

7 Diplomas in Construction Programme

3 Certificates in Construction Programme

71 Part-time Courses offered by HKIC

74 Part-time Courses offered by SPDC

40 Short Courses

60 Skill Enhancement Courses

4 Commissioned Courses

Recognising Skilled Workers: Trade Testing

We continued conducting trade tests and training courses to set industry standards and offer recognised qualifications for elevating construction professionalism.

In 2024,

155 Types of Trade Tests

22,558 Trade Tests Conducted

Refrigerants can harm the ozone layer and contribute to climate change. Recognising this, the Hong Kong Construction Industry Trade Testing Centre (HKCITTC) took proactive steps in 2024 to reduce the environmental impact of refrigerants in the construction industry.

In 2024, the HKCITTC's Supervising Instructor joined the Refrigerant Committee of the Electrical and Mechanical Services Department (EMSD) to provide expert advice, including:

- Incorporating a practical test on safely and environmentally handling refrigerants into the 4-hour Air Conditioning Trade Test (Unity System)
- Establishing an 8-hour theoretical training course on refrigerant handling to enhance technical knowledge

EMSD accepted and supported these proposals. Industry practitioners who pass both the trade test and training course will soon qualify as EMSD Authorised Refrigerant Handling Technicians. The HKCITTC assists the construction industry in turning environmental challenges into opportunities, paving the way for a more sustainable future.

OUR SUSTAINABILITY JOURNEY

Recognising Contractors: Registered Specialist Trade Contractors Scheme

Launched in 2019, the Registered Specialist Trade Contractors Scheme fosters a professional and skilled pool of trade contractors through a recognised registration system.

In 2024, six new trades – Painting, Metal Works, Structural Steelwork, Horticultural Works, Arboriculture Works, and Skyrise Greenery Works – were added, expanding the total to 20 designated trades.

By the end of 2024,

7,143 Registered companies

2,638 Registered Specialist Trade Contractors

4,505 Registered Subcontractors

To further enhance the industry's professionalism, well-being and integrity, we organised technical seminars on resolving payment disputes, introducing the eMPF Platform, and safety. The Construction Workers Carnival united over 6,000 industry stakeholders, workers, and families, celebrating their contributions while promoting safety, health, and innovative technologies.

Nurturing CIC Talent



In addition to cultivating industry talent, we continue nurturing a dynamic learning culture that empowers our employees to excel professionally. By fostering a well-trained, highly motivated workforce, we ensure our team is equipped to deliver excellence and uphold the highest standards across all areas of our organisation.

To support it, we provide an extensive range of learning and development opportunities tailored to meet the unique needs of our employees. Delivered through multiple platforms and programmes, these initiatives encourage continuous learning and professional growth.

Comprehensive Training Framework

All employees are required to complete a minimum of 48 hours of learning annually. This encompasses both self-initiated learning and training recommended by their supervisors. Our robust training ecosystem consists of the following:

Tailored Training for Teaching Staff

We recognise the unique needs of teaching staff and offer specialised programmes to enhance their skills and expertise:

- **Certificate in Learning and Teaching Programme:** This programme equips teaching staff with essential skills for effectively managing workshops and classroom environments.
- **Continuous Learning Programme:** Designed to keep teaching staff updated on the latest methodologies and industry knowledge, this programme fosters a culture of innovation and excellence in education.

Support for Professional Development

We are dedicated to supporting our employees' educational and professional growth through:

- Training Subsidy: A subsidy for staff to attend workshop or receive training relevant to their job duties or career development
- Development Subsidy: A one-off subsidy for obtaining a higher academic qualification
- Study Leave: Annual leave for examination preparation
- Membership Reimbursement: Coverage of one professional association membership fee per year

Flexible Learning Opportunities

To ensure accessibility and flexibility, we offer:

- 24/7 Online Learning Platform: A cutting-edge platform providing on-demand training tailored to individual needs, our efforts in this area were rewarded with the award of the highest Gold Award for Learning Champion in the Public Sector category at the 2024 LinkedIn Talent Awards.
- Optimised Learning Time: Employees can apply for dedicated learning hours during work to complete training without compromising productivity.

Mandatory Training Topics:

To ensure competence in essential areas, we integrate key subjects such as "Protection of Personal Data" and "Teaching Skills" into the annual learning.

In 2024,
49,088 hrs
Total Training Hours

55.9 hrs
per employee
Average Training Hours

Caring Culture



Care about the Industry

In response to the industry's current challenges with financial instability and cash flow difficulties, we facilitated a Workshop of Recent Financial Situation in Construction Industry on 11 December 2024, bringing together banking professionals and industry stakeholders. This collaborative effort aims to tackle pressing financial concerns, explore available banking solutions, and identify practical opportunities to improve cash flow management. By fostering open dialogue and exchanging insights, the workshop provided a platform to develop actionable strategies that address the industry's needs.

Building a Caring Community

Honoured with the Outstanding Non-commercial Organisation Award, at the Hong Kong Volunteer Award Presentation Ceremony, jointly organised by the Home and Youth Affairs Bureau and the Agency for Volunteer Service, the Construction Industry Sports & Volunteering Programme (CISVP) continues transforming expertise into meaningful contributions, proving that construction is about building communities, not just structures.

OUR SUSTAINABILITY JOURNEY

Fostering a Culture of Care

In 2024, the CISVP consistently organised volunteer activities to support the underprivileged groups and extend our care to the broader community. The 7th Construction Industry Volunteer Awards Scheme reached new heights, recognising contributions from practitioners and organisations and encouraging a caring culture across the industry.

793

Volunteer Services

61,227

Number of Beneficiaries (man-time)

The 7th Construction Industry Volunteer Awards Scheme

71

Participated Organisations

▲ 11%

(compared to 2023)

221,848

Service Hours

▲ 4%

(compared to 2023)

30,323

Volunteers (man-time)

▲ 2%

(compared to 2023)

These exceptional efforts to reinforce the CISVP's objectives and promote the spirit of sports and volunteering yielded remarkable results. The number of CISVP Corporate Members witnessed an impressive increase of over 8%, and the coveted "Construction Industry Caring Organisations" Logo was awarded to nearly 5% more deserving companies.

175

CISVP Corporate Members

▲ 8%

(compared to 2023)

161

Construction Industry Caring Organisations

▲ 5%

(compared to 2023)

In early 2024, the CISVP joined hands with the construction industry organisations to launch the "Inheritance of Craftsmanship Eco-Planter Campaign," in which workers and the HKIC students repurposed surplus materials into eco-planter to create a green public garden for Choi Yuen Estate residents.



Inheritance of Craftsmanship Eco-Planter Campaign

A key highlight was the annual mega event – Lo Pan Service Month, which engaged 4,483 volunteers in 321 rounds of services. Signature activities included:

- Lo Pan Rice Campaign, which delivered Lo Pan Rice to the disadvantaged groups
- Blood Donation Day, held in collaboration with the Hong Kong Red Cross
- Countryside and Shoreline Clean-up Campaign, which mobilised volunteers to protect natural habitats



Lo Pan Rice Campaign



Blood Donation Day



Countryside and Shoreline Clean-up Campaign

Our volunteers also visited the public housing estates in all 18 districts to assist the elderly to install handrails and provide home repairs services.

Supporting Construction Workers and Their Families

The CIC's commitment to workers' well-being extended beyond the workplace. The Scholarship for Family Members of Registered Construction Workers recognised students' academic achievements in the Hong Kong Diploma of Secondary Education Examination (HKDSE).

Granting

HK\$348,000

in Scholarship

Awarding **39** Prizes

This initiative not only celebrated the dedication of construction workers but also supported their children in pursuing careers in fields such as medicine, engineering, finance, and architecture. By empowering the next generation, we nurture future leaders who drive societal progress and innovation.

Additionally, workers' health and well-being were prioritised through the Medical Examination Scheme for Registered Construction Workers (MES). The construction site outreach service and clinical service provided on-the-spot tests for blood pressure, BMI, diabetes, liver and kidney function, and more highlighting our holistic approach to workers' care.

OUR SUSTAINABILITY JOURNEY

Partnering for a Better Tomorrow

In 2024, we also lent our support to the meaningful initiatives led by other organisations, such as:

- Assisted with rickshaw repairs for the ACCA Community Day
- Participated in the Race for Water 2024
- Provided venues and logistical support for impactful events
- Donated to various charities, such as Lok Sin Tong, Orbis HK, Oxfarm HK

Caring and Integrated CIC Family

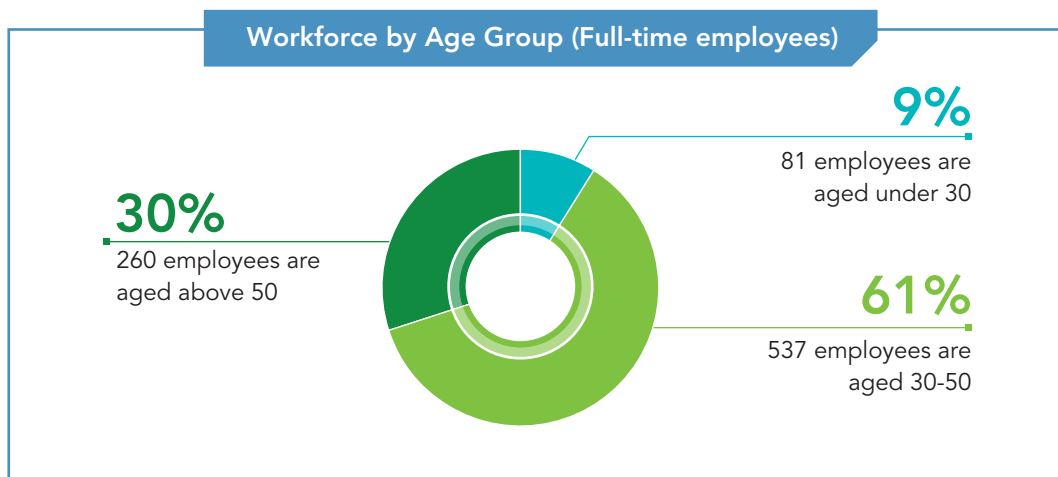
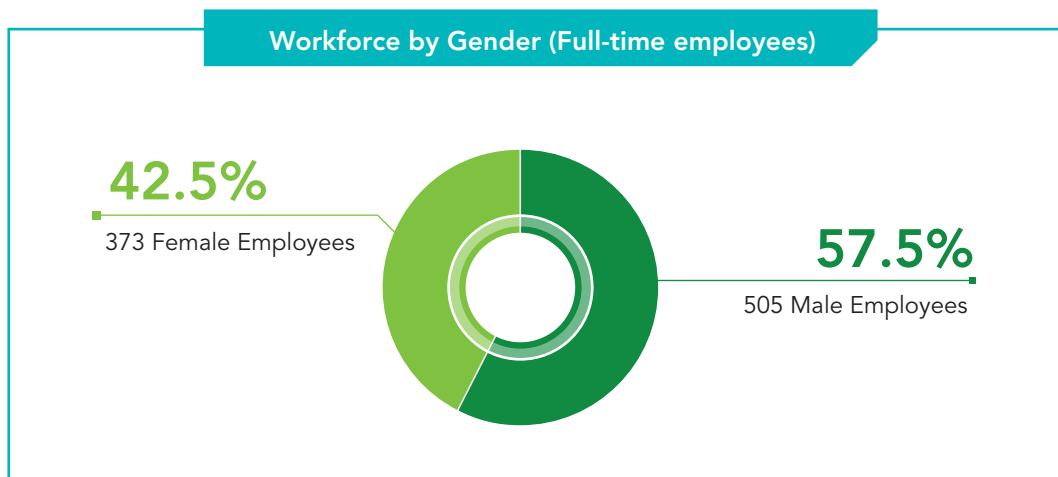
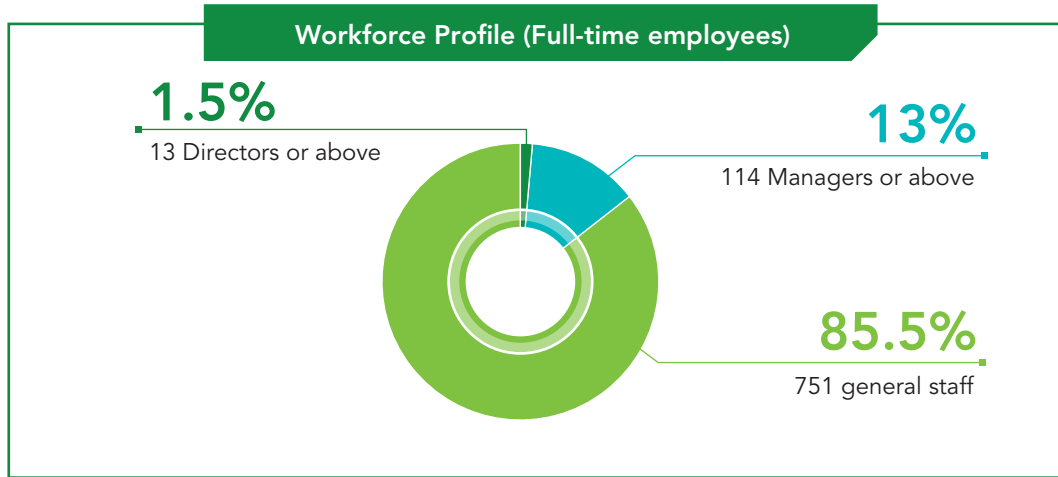
We are unwavering in our commitment to fostering an inclusive culture that embraces diversity and upholds equal opportunities for all. Our recruitment processes are designed to be free from bias, discrimination, child and forced labour.

To support this commitment, we have established policies on recruitment, employment, remuneration, and equal opportunities, as outlined in the Staff Handbook. These policies are regularly reviewed to ensure alignment with the Employment Ordinance (Cap 57) and other relevant laws in Hong Kong. Our remuneration framework, benchmarked against the market median to maintain fairness and competitiveness.

To cultivate an inclusive workplace, we conduct regular workshops, including Equal Opportunities training with case studies, to address workplace bullying, eliminate discrimination, and promote diversity.

A diverse and inclusive workforce is essential to our success. By leveraging our employees' unique perspectives, ideas, and backgrounds, we drive innovation, enhance collaboration, and build resilience. At the CIC, we are dedicated to creating an environment that respects and values everyone, empowering them to contribute meaningfully and achieve sustainable growth.

Key figures in employment as of December 2024



OUR SUSTAINABILITY JOURNEY

Sustaining a Happy and Healthy Working Environment

We consistently foster a supportive and healthy environment for our employees. Through continuous efforts, we strive to create a workplace that prioritises comfort, and open communication.

Comfortable Workplace

We care deeply about the comfort and safety of our employees. To ensure a healthy and secure work environment, we have implemented advanced systems across CIC premises, such as:

- Air purification systems and indoor air quality sensors maintain optimal air quality
- Smart Facilities Management System for real-time monitoring of the work environment, ensuring safety and comfort at all times

Open Communication

We believe effective communication is the cornerstone of a healthy workplace. To ensure genuine and transparent communication between the CIC and staff, we use various channels, such as Opinion Boxes, Emails, the Staff Intranet, Focus Group Meetings, and Town Halls.

This open dialogue builds connections, enhances employee engagement and sense of belonging, and cultivates a healthy workplace and corporate culture, thereby reducing conflict.

Employee Benefits

We align our staff benefits in compliance with the Employment Ordinance (Cap. 57) and align with market practices to support their well-being. Employees are entitled to various benefits including Mandatory Provident Fund, leave, medical coverage (including spouse and children), life insurance, personal accident insurance, dental allowance, education support and scholarship for staff's children, training subsidy, etc. These provisions reflect our commitment to supporting employees through different life stages.

By prioritising employee well-being, the CIC cultivates a resilient, engaged, thriving workforce ready to drive collective success.

Looking Ahead: Designing Future Sustainability

We remain committed to advancing sustainability by driving impactful initiatives across the industry and within our operations.

Through developing forward-looking initiatives, we are driving an industry-wide transformation while enhancing its operations and management. By prioritising safety, sustainability, innovation, and ethical practices, we shape a resilient, inclusive, and productive future for the construction industry.

Driving Industry • Influence Participants

Year of Professionalism

We have designated 2025 as the “Year of Professionalism”, aiming to create an ideal working environment and enhance industry recognition. This initiative focuses on advocating professionalism, improving public understanding of training and assessment standards, and showcasing the competence of construction personnel. It encompasses five key areas aligned with the CIC’s strategic development blueprint, including:

- 1 Enhancing Construction Safety
- 2 Cultivating Future Talents for the Construction Industry
- 3 Advancing Digitalisation, New Quality Productive Forces, and Efficiency in the Construction Industry
- 4 Promoting Sustainable Development
- 5 Improving Business Environment

Pioneering Innovation for the Future

The Construction Innovation Expo (CIExpo) and the CIC Centre for Future Construction (CFC) will be at the forefront of the CIC’s innovation agenda 2025.

Showcasing Global Innovation: CIExpo

The CIExpo will be a global platform for showcasing cutting-edge construction technologies. This flagship event will unite industry leaders worldwide to exchange ideas, foster collaboration, and inspire transformative solutions for the future of construction.

CFC: A Hub for Transformative Change

The CFC will drive innovation through advanced training programmes and the adoption of emerging technologies. By engaging local, Mainland, and international stakeholders, the CFC will act as a hub for transformative change, accelerating the industry’s progress and fostering collaboration across borders.

We will also continue to promote Modular Integrated Construction (MiC), the adoption of digitalisation and robotics innovation through knowledge and resource-sharing activities, courses, site visits, workshops, surveys, and events like the Construction Robot Competition and Exhibition.

OUR SUSTAINABILITY JOURNEY

Championing Safety First

Safety continues to be a top priority with initiatives like Life First Walk the Talk, the second phase of the Design for Safety Pilot Run Scheme, the CEO Safety Tour Programme, the CEO Safety Forum, Master Classes in Safety Leadership Culture, and the expansion of the 4SLS, which promote best safety practices and innovative safety technologies.

Building Ethics and Social Responsibility for a Better Business Environment

We will support the promotion and education for implementing Construction Industry Security of Payment Ordinance (Cap. 652) to improve the delay payment problem.

We will also uplift the Repair, Maintenance, Alteration and Addition (RMAA) sector through seminars, videos, and publishing technical reference materials and manuals to promote fair compensation, safety, professionalism, and higher standards.

Our Operations

Driving Environmental Stewardship uplift

The HKIC – Kowloon Bay Campus, is exploring the CLP Power Hong Kong Limited's Peak Demand Management Programme to assess opportunities for reducing energy consumption during peak periods.

The CIC-ZCP will enhance its adoption of clean energy and advance energy efficiency measures.

Harnessing AI for Smarter Operations

We will also integrate AI-powered CCTV systems to enhance safety and operational efficiency at our premises. These systems will provide real-time insights, including detecting anomalies, monitoring PPE compliance, and optimising parking management, demonstrating how technology can elevate workplace safety and efficiency.

Fostering Community Spirit

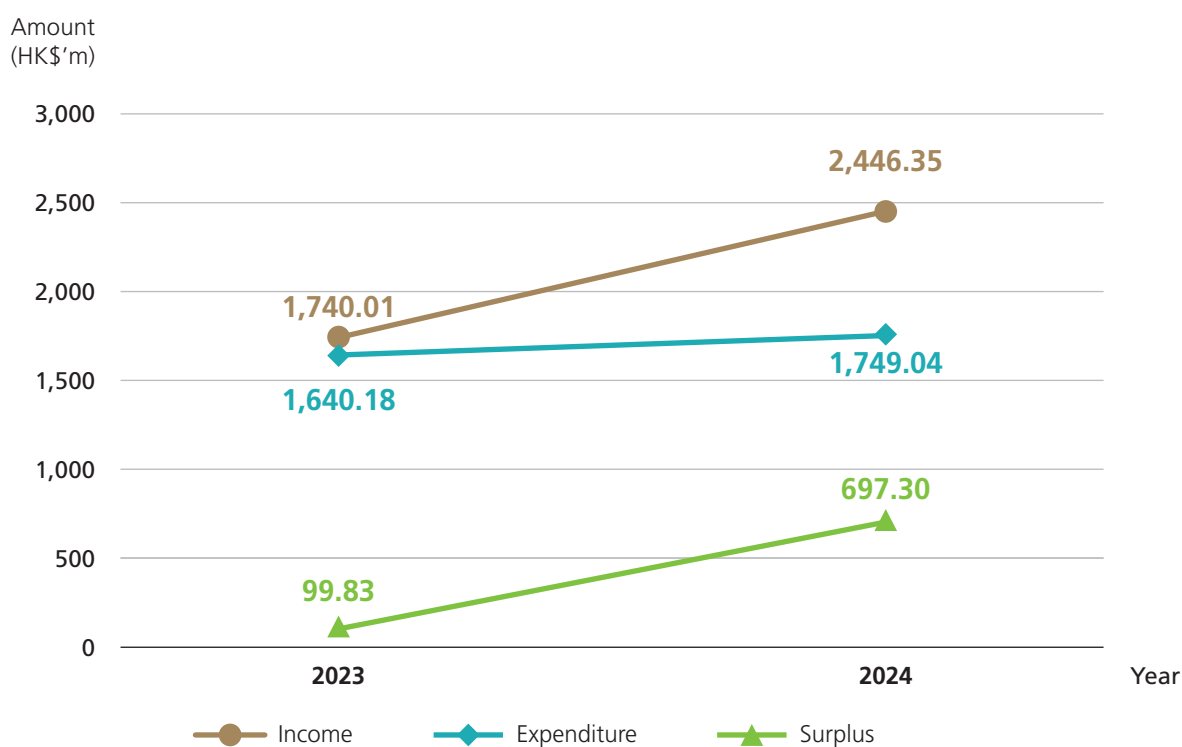
To strengthen stakeholders' engagement and foster a culture of care, we will continue to organise sports and volunteer activities to build community connections and encourage active involvement across the industry.

HIGHLIGHTS OF AUDITED FINANCIAL STATEMENTS FOR 2024

Highlights of the audited financial statements of the CIC Group

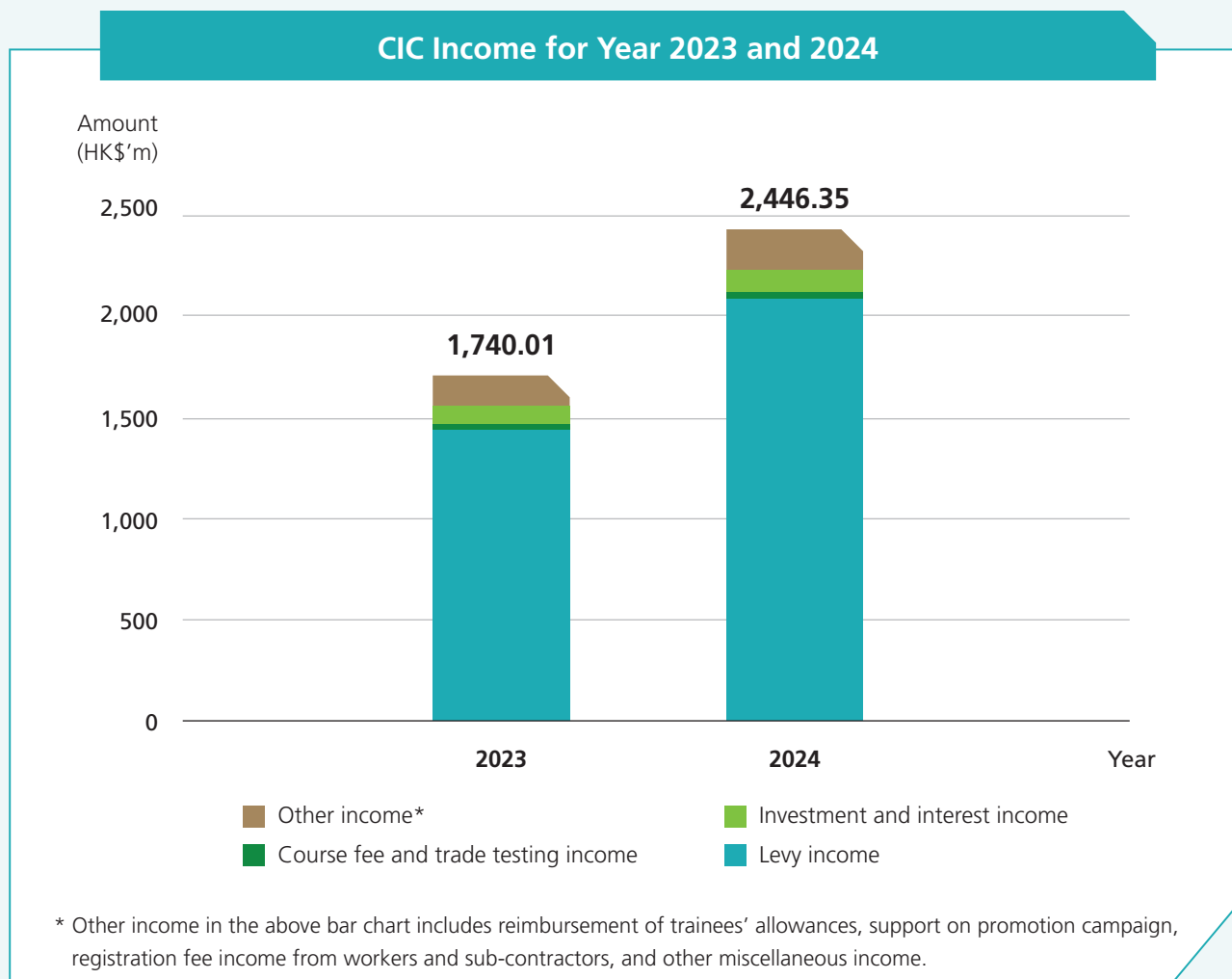
Based on the audited consolidated financial results for the year ended 31 December 2024, total income of CIC Group was \$2,446.35 million (2023: \$1,740.01 million), an increase of \$706.34 million or 40.6% against last year. Total expenditure for 2024 was increased by \$108.86 million or 6.6% to \$1,749.04 million (2023: \$1,640.18 million). The operating results for 2024 recorded a surplus of \$697.30 million (2023: \$99.83 million).

CIC Income, Expenditure & Surplus for Year 2023 and 2024



HIGHLIGHTS OF AUDITED FINANCIAL STATEMENTS FOR 2024

Total income of CIC in 2024 was \$2,446.35 million, an increase of \$706.34 million or 40.6% against \$1,740.01 million in 2023.



Levy income increased to \$2,098.00 million in 2024 (2023: \$1,431.42 million) and contributed 85.8% (2023: 82.3%) of total income. The 46.6% year-on-year increase in levy income in 2024 was mainly due to improvement in assessment efficiency and surcharge enforcement after the compulsory use of e-service platform and hence recorded a substantial increase in both public sector (mainly Civil & Building works) and private sector. Total levy assessed on the value of construction operations in the private and public sectors (including others) amounted to \$940.9 million (2023: \$639.13 million) and \$1,127.9 million (2023: \$772.06 million) respectively, representing 44.8% (2023: 44.7%) and 53.8% (2023: 53.9%) of total levy income. In addition, penalty on overdue levy and surcharge amounted to \$8.81 million (2023: \$3.17 million) and \$20.39 million in 2024 (2023: \$17.06 million) respectively.

Workers registration fee income for 2024 increased to \$1.94 million (2023: \$1.69 million) as the registration fee was no longer been waived starting as from October 2023.

Course fees and related income increased to \$32.14 million in 2024 (2023: \$27.50 million) with higher income mainly from part-time courses.

Trade testing income for 2024 increased to \$5.62 million (2023: \$4.90 million) with higher income from certification testing.

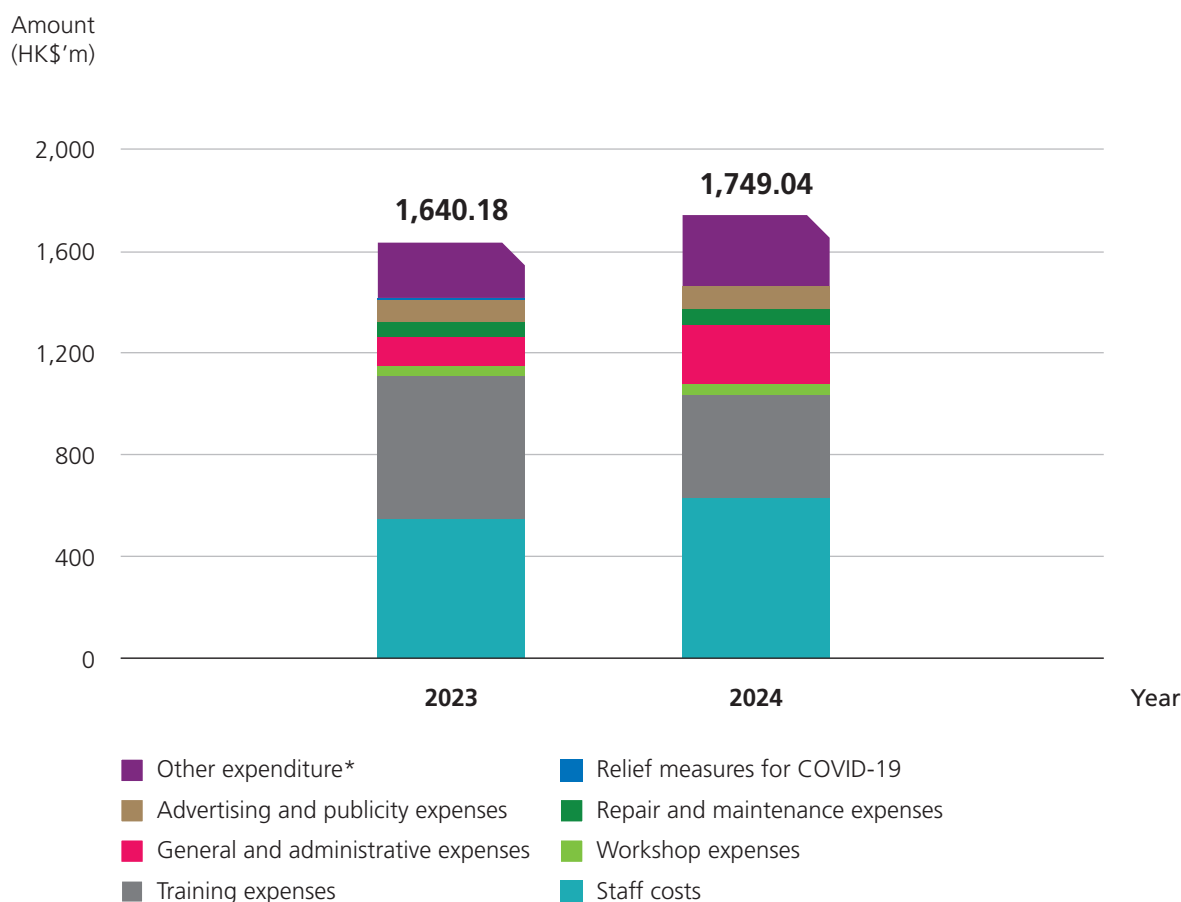
HIGHLIGHTS OF AUDITED FINANCIAL STATEMENTS FOR 2024

Investment and interest income for 2024 increased to \$108.89 million (2023: \$86.31 million). The increase was mainly due to higher interest rate for HKD fixed deposit and increase in cash reserve arising from enhancement in levy and treasury operation.

Other income of \$199.76 million in 2024 (2023: \$188.19 million) mainly comprised of the reimbursement income of trainees' allowances from the Government under various schemes, including Intermediate Tradesman Collaborative Training Scheme ("ITCTS"), Construction Industry Council Approved Technical Talents Training Programmes ("CICATP"), Enhanced Construction Manpower Training Scheme ("ECMTS"), as well as support on promotion campaign, CSILQ income and other miscellaneous income. The increase in other income in 2024 was mainly contributed by increase in CSILQ income and reimbursement income from CICATP.

Total expenditure of CIC in 2024 was \$1,749.04 million, an increase of \$108.86 million or 6.6% against \$1,640.18 million in 2023.

CIC Expenditure for Year 2023 and 2024



* Other expenditure includes depreciation and net impairment losses on levy receivables

Staff costs amounted to \$631.33 million in 2024 (2023: \$546.31 million). The increase of 15.6% was mainly due to addition of new headcounts and the annual salary adjustment.

HIGHLIGHTS OF AUDITED FINANCIAL STATEMENTS FOR 2024

Training expenses decreased by 28.1% to \$406.92 million in 2024 (2023: \$566.33 million) mainly due to lower training expenses for ITCTS, Contractor Cooperative Training Scheme and ACMTS.

Workshop expenses increased by 6.0% to \$40.49 million in 2024 (2023: \$38.19 million) mainly due to higher expenditure on consumable materials, tools and personal protective equipment.

General and administrative expenses increased to \$236.53 million in 2024 (2023: \$117.39 million) mainly due to higher operating expenses for imported labour quarters and impairment provision for Tai Po Campus in 2024.

No expenses on relief measures for COVID-19 incurred in 2024 (2023: \$10.03 million).

Repair and maintenance expenses amounted to \$62.79 million in 2024 (2023: \$57.35 million). The 9.5% increase was mainly due to higher maintenance expenses on computer equipment and software, building services installation and workshop equipment and machinery.

Advertising and publicity expenses increased by 3.9% to \$89.11 million in 2024 (2023: \$85.76 million) mainly due to the spending on CIC Construction Digitalisation Award 2024, CIC Outstanding Contractor Award 2024 and WorldSkills Competition.

Depreciation amounted to \$238.00 million in 2024 (2023: \$218.46 million), an increase of 8.9% against last year.

As at 31 December 2024, the Council held a total of \$3,962.78 million as total fund and reserves, compared with \$3,266.31 million as at 31 December 2023.

INDEPENDENT AUDITOR'S REPORT

TO THE MEMBERS OF CONSTRUCTION INDUSTRY COUNCIL

(Established under the Construction Industry Council Ordinance, Hong Kong Special Administrative Region)

Opinion

We have audited the consolidated financial statements of Construction Industry Council ("the Council") and its subsidiaries (collectively referred to as the "Group") set out on pages 200 to 232, which comprise the consolidated statement of financial position as at 31 December 2024, and the consolidated statement of profit or loss and other comprehensive income, consolidated statement of changes in fund and reserves, and consolidated statement of cash flows for the year then ended, and notes to the consolidated financial statements, including material accounting policy information and other explanatory information.

In our opinion, the consolidated financial statements give a true and fair view of the consolidated financial position of the Group as at 31 December 2024, and of its consolidated financial performance and its consolidated cash flows for the year then ended in accordance with HKFRS Accounting Standards issued by the Hong Kong Institute of Certified Public Accountants ("HKICPA").

Basis for Opinion

We conducted our audit in accordance with Hong Kong Standards on Auditing ("HKSAs") issued by the HKICPA. Our responsibilities under those standards are further described in the Auditor's Responsibilities for the Audit of the Consolidated Financial Statements section of our report. We are independent of the Group in accordance with the HKICPA's Code of Ethics for Professional Accountants (the "Code"), and we have fulfilled our other ethical responsibilities in accordance with the Code. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

Other Information

The Council members are responsible for the other information. The other information comprises the information included in the annual report, but does not include the consolidated financial statements and our auditor's report thereon.

Our opinion on the consolidated financial statements does not cover the other information and we do not express any form of assurance conclusion thereon.

In connection with our audit of the consolidated financial statements, our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the consolidated financial statements or our knowledge obtained in the audit or otherwise appears to be materially misstated. If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact. We have nothing to report in this regard.

Responsibilities of Council members for the Consolidated Financial Statements

The Council members are responsible for the preparation of the consolidated financial statements that give a true and fair view in accordance with HKFRS Accounting Standards issued by the HKICPA, and for such internal control as the Council members determine is necessary to enable the preparation of consolidated financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the consolidated financial statements, the Council members are responsible for assessing the Group's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless the Council members either intend to liquidate the Group or to cease operations, or have no realistic alternative but to do so.

The Council members are also responsible for overseeing the Group's financial reporting process.

The Audit Committee of the Council assists the Council members in discharging their responsibilities in this regard.

Auditor's Responsibilities for the Audit of the Consolidated Financial Statements

Our objectives are to obtain reasonable assurance about whether the consolidated financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion solely to you, as a body, in accordance with section 26 of the Construction Industry Council Ordinance, and for no other purpose. We do not assume responsibility towards or accept liability to any other person for the contents of this report. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with HKSAAs will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these consolidated financial statements.

As part of an audit in accordance with HKSAAs, we exercise professional judgement and maintain professional skepticism throughout the audit. We also:

- Identify and assess the risks of material misstatement of the consolidated financial statements, whether due to fraud or error, design and perform audit procedures responsive to those risks, and obtain audit evidence that is sufficient and appropriate to provide a basis for our opinion. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control.
- Obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the Group's internal control.

- Evaluate the appropriateness of accounting policies used and the reasonableness of accounting estimates and related disclosures made by the Council members.
- Conclude on the appropriateness of the Council members' use of the going concern basis of accounting and, based on the audit evidence obtained, whether a material uncertainty exists related to events or conditions that may cast significant doubt on the Group's ability to continue as a going concern. If we conclude that a material uncertainty exists, we are required to draw attention in our auditor's report to the related disclosures in the consolidated financial statements or, if such disclosures are inadequate, to modify our opinion. Our conclusions are based on the audit evidence obtained up to the date of our auditor's report. However, future events or conditions may cause the Group to cease to continue as a going concern.
- Evaluate the overall presentation, structure and content of the consolidated financial statements, including the disclosures, and whether the consolidated financial statements represent the underlying transactions and events in a manner that achieves fair presentation.
- Plan and perform the group audit to obtain sufficient appropriate audit evidence regarding the financial information of the entities or business units within the group as a basis for forming an opinion on the group financial statements. We are responsible for the direction, supervision and review of the audit work performed for purposes of the group audit. We remain solely responsible for our audit opinion.

We communicate with the Audit Committee regarding, among other matters, the planned scope and timing of the audit and significant audit findings, including any significant deficiencies in internal control that we identify during our audit.

Deloitte Touche Tohmatsu

Certified Public Accountants

Hong Kong

25 April 2025

FINANCIAL STATEMENTS

Consolidated statement of profit or loss and other comprehensive income

For the year ended 31 December 2024

	Notes	2024 HK\$	2023 HK\$
INCOME			
Levy income	4	2,098,004,728	1,431,416,579
Workers registration fee income	5	1,941,297	1,694,213
Course fees and related income	6	32,139,021	27,501,957
Trade testing income	6	5,624,778	4,897,906
Investment and interest income	7	108,885,278	86,311,533
Other income	8	199,751,871	188,186,784
		2,446,346,973	1,740,008,972
EXPENDITURE			
Staff costs	9	631,330,997	546,313,053
Training expenses		406,918,370	566,333,160
Workshop expenses		40,492,037	38,189,723
General and administrative expenses	10	236,528,442	117,386,666
Relief measures for COVID-19	11	–	10,027,179
Repair and maintenance expenses		62,791,080	57,348,569
Advertising and publicity expenses		89,109,570	85,760,278
Depreciation	12	237,995,596	218,464,262
Net impairment losses on levy receivables	16	43,876,223	353,109
		1,749,042,315	1,640,175,999
Surplus for the year		697,304,658	99,832,973
Other comprehensive expense for the year			
<i>Item that will not be reclassified to profit or loss:</i>			
Equity instruments at fair value through other comprehensive income			
– Decrease in fair value		(829,587)	(2,864,668)
Surplus and total comprehensive income for the year		696,475,071	96,968,305

Consolidated statement of financial position

At 31 December 2024

	Notes	2024 HK\$	2023 HK\$
Non-current assets			
Property, plant and equipment	13	797,225,974	926,281,638
Construction in progress	13	93,520,084	71,993,758
Debt instruments at amortised cost	14	170,381,707	258,352,870
Equity instruments at fair value through other comprehensive income ("FVTOCI")	15	7,025,567	7,855,154
		1,068,153,332	1,264,483,420
Current assets			
Levy receivables	16	110,643,090	103,039,594
Deposits, prepayments and other receivables	17	199,224,694	180,616,209
Debt instruments at amortised cost	14	84,149,733	–
Cash and bank balances	18	4,649,470,858	3,932,625,959
		5,043,488,375	4,216,281,762
Current liabilities			
Accounts and other payables and accruals	19	412,305,983	385,346,027
Construction Innovation and Technology Fund	20	1,698,015,237	1,808,033,646
Lease liabilities	21	7,020,719	6,282,621
Contract liabilities	22	11,027,799	8,173,273
		2,128,369,738	2,207,835,567
Net current assets		2,915,118,637	2,008,446,195
Total assets less current liabilities		3,983,271,969	3,272,929,615

Consolidated statement of financial position (continued)

At 31 December 2024

	Notes	2024 HK\$	2023 HK\$
Non-current liabilities			
Lease liabilities	21	11,311,116	2,741,180
Contract liabilities	22	9,177,535	3,880,188
		20,488,651	6,621,368
Net assets		3,962,783,318	3,266,308,247
Represented by:			
Accumulated fund		3,571,616,030	2,874,311,372
General reserve		389,353,310	389,353,310
Investment revaluation reserve		1,813,978	2,643,565
Total fund and reserves		3,962,783,318	3,266,308,247

The consolidated financial statements on pages 200 to 232 were approved and authorised for issue by the Council members of Construction Industry Council on 25 April 2025 and were signed on their behalf by:

HO On-sing, Thomas
Chairman

MA Hok-ming, Kevin
Council member

Consolidated statement of changes in fund and reserves

For the year ended 31 December 2024

	Accumulated fund HK\$	General reserve HK\$ (Note (a))	Investment revaluation reserve HK\$ (Note (b))	Total HK\$
At 1 January 2023	2,774,478,399	389,353,310	5,508,233	3,169,339,942
Surplus for the year	99,832,973	–	–	99,832,973
Other comprehensive expense for the year	–	–	(2,864,668)	(2,864,668)
At 31 December 2023	2,874,311,372	389,353,310	2,643,565	3,266,308,247
Surplus for the year	697,304,658	–	–	697,304,658
Other comprehensive expense for the year	–	–	(829,587)	(829,587)
At 31 December 2024	3,571,616,030	389,353,310	1,813,978	3,962,783,318

Notes:

- (a) General reserve has been set up to record the statutory transfer of net assets from Construction Industry Training Authority on 1 January 2008 and Construction Workers Registration Authority on 1 January 2013. The general reserve was created for employing the reserve in the operations of the Council or by investing the reserve in such manner as the Council members think fit. The Council members may apply the general reserve for any other special purpose.
- (b) Investment revaluation reserve comprises the cumulative net change in the fair value of equity investments at FVTOCI held at the end of the reporting period and is dealt with in accordance with the accounting policy in Note 3.

Consolidated statement of cash flows

For the year ended 31 December 2024

	2024 HK\$	2023 HK\$
Operating activities		
Surplus for the year	697,304,658	99,832,973
Adjustments for:		
Net impairment losses on levy receivables	43,876,223	353,109
Interest expense on lease liabilities	231,695	225,533
Depreciation	237,995,596	218,464,262
Investment and interest income	(108,885,278)	(86,311,533)
Impairment on property, plant and equipment	44,376,300	–
Net losses on disposal of property, plant and equipment	982,040	143,525
Operating cash flow before movements in working capital	915,881,234	232,707,869
Increase in levy receivables	(51,479,719)	(7,294,734)
Increase in deposits, prepayments and other receivables	(70,703,722)	(54,541,465)
Decrease in accounts and other payables and accruals	(67,168,561)	(725,828)
Increase in contract liabilities	8,151,873	1,037,867
Net cash from operating activities	734,681,105	171,183,709

Consolidated statement of cash flows (continued)

For the year ended 31 December 2024

	Notes	2024 HK\$	2023 HK\$
Investing activities			
Placement in bank deposits with maturity over three months		(3,694,331,575)	(2,235,020,471)
Withdrawal of bank deposits with maturity over three months		1,746,040,000	4,380,020,471
Interest received		113,409,911	63,856,547
Dividend received from equity instruments at FVTOCI		339,612	339,612
Proceeds received on disposal of property, plant and equipment		176,784	24,282
Payment for purchase of property, plant and equipment		(124,127,130)	(161,733,353)
Net cash (used in)/from investing activities		(1,958,492,398)	2,047,487,088
Cash used in a financing activity			
Repayment of lease liabilities	21	(7,635,383)	(7,902,442)
Net (decrease)/increase in cash and cash equivalents		(1,231,446,676)	2,210,768,355
Cash and cash equivalents at the beginning of the year		2,331,585,959	120,817,604
Cash and cash equivalents at the end of the year		1,100,139,283	2,331,585,959
Analysis of the balances of cash and cash equivalents			
Cash and bank balances		4,649,470,858	3,932,625,959
Less: Time deposits with original maturity over three months		(3,549,331,575)	(1,601,040,000)
		1,100,139,283	2,331,585,959

NOTES TO THE CONSOLIDATED FINANCIAL STATEMENTS

For the year ended 31 December 2024

1. GENERAL

The Construction Industry Council (the "Council") was established as a statutory body on 1 February 2007 in Hong Kong under the Construction Industry Council Ordinance. The Council acts as an industry coordinating body. Its principal functions are to forge consensus on long-term strategic issues, convey the industry's needs and aspirations to Government, as well as provide a communication channel for Government to solicit advice on all construction-related matters. In order to propagate improvements across the entire industry, the Council is empowered to formulate codes of conduct, administer registration and rating schemes, steer forward research and manpower development, facilitate adoption of construction standards, promote good practices and compile performance indicators.

The address of the registered office of the Council is located at 38/F., COS Centre, 56 Tsun Yip Street, Kwun Tong, Kowloon, Hong Kong.

The Group's consolidated financial statements are presented in Hong Kong dollar, which is the same as the functional currency of the Council and its subsidiaries.

2. APPLICATION OF NEW AND AMENDMENTS TO HKFRS ACCOUNTING STANDARDS

Amendments to HKFRS Accounting Standards that are mandatorily effective for the current year

In the current year, the Group has applied the following amendments to HKFRS Accounting Standards issued by the Hong Kong Institute of Certified Public Accountants ("HKICPA") for the first time, which are mandatorily effective for the Group's annual period beginning on 1 January 2024 for the preparation of the consolidated financial statements:

Amendments to HKFRS 16	Lease Liability in a Sale and Leaseback
Amendments to HKAS 1	Classification of Liabilities as Current or Non-current and related amendments to Hong Kong Interpretation 5 (2020)
Amendments to HKAS 1	Non-current Liabilities with Covenants
Amendments to HKAS 7 and HKFRS 7	Supplier Finance Arrangements

The application of the amendments to HKFRS Accounting Standards in the current year has had no material impact on the Group's consolidated financial positions and performance for the current and prior years and/or on the disclosures in these consolidated financial statements.

New and amendments to HKFRS Accounting Standards in issue but not yet effective

The Group has not early applied the following new and amendments to HKFRS Accounting Standards, potentially relevant to the Group, that have been issued but are not yet effective:

Amendments to HKFRS 9 and HKFRS 7	Amendments to the Classification and Measurement of Financial Instruments ³
Amendments to HKFRS 9 and HKFRS 7	Contracts Referencing Nature – dependent Electricity ³
Amendments to HKFRS 10 and HKAS 28	Sale or Contribution of Assets between an Investor and its Associate or Joint Venture ¹
Amendments to HKFRS Accounting Standards	Annual Improvements to HKFRS Accounting Standards – Volume 11 ³
Amendments to HKAS 21	Lack of Exchangeability ²
HKFRS 18	Presentation and Disclosure in Financial Statements ⁴
HKFRS 19	Subsidiaries without Public Accountability: Disclosures ⁴

¹ Effective for annual periods beginning on or after a date to be determined

² Effective for annual periods beginning on or after 1 January 2025

³ Effective for annual periods beginning on or after 1 January 2026

⁴ Effective for annual periods beginning on or after 1 January 2027

Except for the new and amendments to HKFRS Accounting Standards mentioned below, the Council members anticipate that the application of all other new and amendments to HKFRS Accounting Standards will have no material impact on the consolidated financial statements in the foreseeable future.

Amendments to HKFRS 9 and HKFRS 7 Amendments to the Classification and Measurement of Financial Instruments

The amendments to HKFRS 9 clarify the recognition and derecognition for financial asset and financial liability and add an exception which permits an entity to deem a financial liability to be discharged before the settlement date if it is settled in cash using an electronic payment system if, and only if certain conditions are met.

The amendments also provide guidance on the assessment of whether the contractual cash flows of a financial asset are consistent with a basic lending arrangement. The amendments specify that an entity should focus on what an entity is being compensated for rather than the compensation amount. Contractual cash flows are inconsistent with a basic lending arrangement if they are indexed to a variable that is not a basic lending risk or cost. The amendments state that, in some cases, a contingent feature may give rise to contractual cash flows that are consistent with a basic lending arrangement both before and after the change in contractual cash flows, but the nature of the contingent event itself does not relate directly to changes in basic lending risks and costs. Furthermore, the description of the term “non-recourse” is enhanced and the characteristics of “contractually linked instruments” are clarified in the amendments.

NOTES TO THE CONSOLIDATED FINANCIAL STATEMENTS

For the year ended 31 December 2024

The disclosure requirements in HKFRS 7 in respect of investments in equity instruments designated at fair value through other comprehensive income are amended. In particular, entities are required to disclose the fair value gain or loss presented in other comprehensive income during the period, showing separately those related to investments derecognised during the reporting period and those related to investments held at the end of the reporting period. An entity is also required to disclose any transfers of the cumulative gain or loss within equity related to the investments derecognised during the reporting period. In addition, the amendments introduce the requirements of qualitative and quantitative disclosure of contractual terms that could affect the contractual cash flow based on a contingent event not directly relating to basic lending risks and cost.

The amendments are effective for annual reporting periods beginning on or after 1 January 2026, with early application permitted. The application of the amendments is not expected to have significant impact on the financial position and performance of the Group.

HKFRS 18 Presentation and Disclosure in Financial Statements

HKFRS 18 *Presentation and Disclosure in Financial Statements*, which sets out requirements on presentation and disclosures in financial statements, will replace HKAS 1 *Presentation of Financial Statements*. This new HKFRS Accounting Standard, while carrying forward many of the requirements in HKAS 1, introduces new requirements to present specified categories and defined subtotals in the statement of profit or loss; provide disclosures on management-defined performance measures in the notes to the financial statements and improve aggregation and disaggregation of information to be disclosed in the financial statements. In addition, some HKAS 1 paragraphs have been moved to HKAS 8 and HKFRS 7. Minor amendments to HKAS 7 *Statement of Cash Flows* and HKAS 33 *Earnings per Share* are also made.

HKFRS 18, and amendments to other standards, will be effective for annual periods beginning on or after 1 January 2027, with early application permitted. The application of the new standard is expected to affect the presentation of the statement of profit or loss and disclosures in the future financial statements. The Group is in the process of assessing the detailed impact of HKFRS 18 on the Group's consolidated financial statements.

3. MATERIAL ACCOUNTING POLICY INFORMATION

The consolidated financial statements have been prepared in accordance with HKFRS Accounting Standards issued by the HKICPA under the historical cost basis except for certain financial instruments that are measured at fair values, as explained in the accounting policies set out below. Historical cost is generally based on the fair value of the consideration given in exchange for goods and services.

The material accounting policy information are set out below:

Basis of consolidation

The consolidated financial statements incorporate the financial statements of the Council and entities controlled by the Council and its subsidiaries.

All intra-group assets and liabilities, equity, income, expenses and cash flows relating to transactions between members of the Group are eliminated in full on consolidation.

Revenue from contracts with customers

The Group recognises revenue when a performance obligation is satisfied, i.e. when “control” of the services underlying the particular performance obligation is transferred to the customer.

A contract liability represents the Group’s obligation to deliver services to a customer for which the Group has received consideration (or an amount of consideration is due) from the customer.

Over time revenue recognition: measurement of progress towards complete satisfaction of a performance obligation

Output method

The progress towards complete satisfaction of a performance obligation is measured based on output method.

Levy income

Levy income is accounted for on an accrual basis and is recognised when the assessment of the value of construction works by the Group are complete.

Government grants

Government grants that are receivable as compensation for expenses or losses already incurred are recognised in profit or loss in the period in which they become receivables.

Property, plant and equipment and construction in progress

Property, plant and equipment held for use in the provision of services or for administrative purposes are stated in the consolidated statement of financial position at cost less subsequent accumulated depreciation and accumulated impairment losses, if any.

Construction in progress represented the expenditure made for construction of property, plant and equipment for provision of services or administrative purpose. Construction in progress is carried at cost less any recognised impairment loss. Such items are classified to the appropriate categories of property, plant and equipment when completed and ready for intended use.

Depreciation is recognised so as to write off the cost of items of property, plant and equipment other than construction in progress less their residual values over their estimated useful lives, using the straight-line method. The estimated useful lives, residual values and depreciation method are reviewed at the end of each reporting period, with the effect of any changes in estimate accounted for on a prospective basis.

NOTES TO THE CONSOLIDATED FINANCIAL STATEMENTS

For the year ended 31 December 2024

Depreciation is calculated using the straight-line method over their estimated useful lives as follows:

Leasehold land and building	Less than 1 year – 50 years
Motor vehicles	5 years
Computer equipment	2 – 5 years
Renovation and building facilities	Less than 1 year to 5 years
Furniture and fixtures	10 years
Facilities, tools, machinery and workshop equipment	5 years
Other equipment	10 years

Right-of-use assets are depreciated over the shorter period of the lease term and the useful life of the underlying asset.

Impairment of tangible assets

At the end of each reporting period, the Group reviews the carrying amounts of the tangible assets to determine whether there is any indication that those assets have suffered an impairment loss or an impairment loss previously recognised no longer exists or may have decreased.

Cash and cash equivalents

Cash and cash equivalents presented on the consolidated statement of financial position include: (a) cash, which comprises of cash on hand and demand deposits, excluding bank balances that are subject to regulatory restrictions that result in such balances no longer meeting the definition of cash; and (b) cash equivalents, which comprises of short-term (generally with original maturity of three months or less), highly liquid investments that are readily convertible to a known amount of cash and which are subject to an insignificant risk of changes in value. Cash equivalents are held for the purpose of meeting short-term cash commitments rather than for investment or other purposes.

For the purposes of the consolidated statement of cash flows, cash and cash equivalents consist of cash and cash equivalents as defined above.

Employee benefits

Salaries, gratuities, paid annual leave, contributions to defined contribution retirement plans are accrued in the year in which the associated services are rendered by employees.

Leases

The Group assesses whether a contract is or contains a lease based on the definition under HKFRS 16 at inception of the contract. Such contract will not be reassessed unless the terms and conditions of the contract are subsequently changed.

The Group recognises a right-of-use asset and a lease liability at the lease commencement date. The right-of-use asset is initially measured at cost and subsequently at cost less any accumulated depreciation, and impairment losses. The right-of-use asset is depreciated over the shorter of the asset's useful life and the lease term on a straight-line basis.

The Group presents right-of-use assets in property, plant and equipment, the same line item within which the corresponding underlying assets would be presented if they were owned.

The lease liability is initially measured at the present value of the lease payments that are not paid at the commencement date, discounted using.

Payments associated with short-term leases (i.e., leases with a lease term of 12 months or less) and low value leases are recognised on a straight-line basis as an expense in the profit or loss.

Financial instruments

Financial assets and financial liabilities are initially measured at fair value except for receivables arising from contracts with customers which are initially measured in accordance with HKFRS 15.

Financial assets

Classification and subsequent measurement of financial assets

Financial assets that meet the following conditions are subsequently measured at amortised cost:

- the financial asset is held within a business model whose objective is to collect contractual cash flows; and
- the contractual terms give rise on specified dates to cash flows that are solely payments of principal and interest on the principal amount outstanding.

Financial assets that meet the following conditions are subsequently measured at FVTOCI:

- the financial asset is held within a business model whose objective is achieved by both collecting contractual cash flows and selling; and
- the contractual terms give rise on specified dates to cash flows that are solely payments of principal and interest on the principal amount outstanding.

All other financial assets are subsequently measured at fair value through profit or loss.

Equity instruments designated as at FVTOCI

Investments in equity instruments at FVTOCI are subsequently measured at fair value with gains and losses arising from changes in fair value recognised in other comprehensive income and accumulated in the investment revaluation reserve; and are not subject to impairment assessment. The cumulative gains or losses will not be reclassified to profit or loss on disposal of the equity investments, and will be transferred to accumulated fund.

NOTES TO THE CONSOLIDATED FINANCIAL STATEMENTS

For the year ended 31 December 2024

Impairment of financial assets

The Group recognises a loss allowance for expected credit loss ("ECL") on financial assets which are subject to impairment under HKFRS 9 (including deposits, other receivables, bank balances and debt instruments at amortised cost).

The Group has elected to measure loss allowances for levy receivables using a provision matrix that is based on the Group's historical credit loss experience, adjusted for forward-looking factors specific to the debtors and the economic environment.

For other financial assets subject to ECL, the Group measures the loss allowance equal to 12m ECL.

(i) Significant increase in credit risk

In assessing whether the credit risk has increased significantly since initial recognition, the Group compares the risk of a default occurring on the financial instrument as at the reporting date with the risk of a default occurring on the financial instrument as at the date of initial recognition.

(ii) Definition of default

For internal credit risk management, the Group considers an event of default occurs when information developed internally or obtained from external sources indicates that the debtor is unlikely to pay its creditors, including the Group, in full.

Irrespective of the above, the Group considers that default has occurred when a financial asset is more than 90 days past due unless the Group has reasonable and supportable information to demonstrate that a more lagging default criterion is more appropriate.

(iii) Credit-impaired financial assets

A financial asset is credit-impaired when one or more events that have a detrimental impact on the estimated future cash flows of that financial asset have occurred.

(iv) Write-off policy

The Group writes off a financial asset when there is information indicating that the counterparty is in severe financial difficulty and there is no realistic prospect of recovery.

(v) Measurement and recognition of ECL

The measurement of ECL is a function of the probability of default, loss given default (i.e. the magnitude of the loss if there is a default) and the exposure at default. The assessment of the probability of default and loss given default is based on historical data adjusted by forward-looking information. Estimation of ECL reflects an unbiased and probability-weighted amount that is determined with the respective risks of default occurring as the weights.

Where ECL is measured on a collective basis or cater for cases where evidence at the individual instrument level may not yet be available, the financial instruments are grouped on the nature of financial instruments and past-due status.

The Group recognises an impairment gain or loss in profit or loss for all financial instruments by adjusting their carrying amount, with the exception of deposits and other receivables, where the corresponding adjustment is recognised through a loss allowance account.

Financial liabilities

Financial liabilities are classified according to the substance of the contractual arrangements entered into and the definition of a financial liability.

Financial liabilities (including accounts and other payables and Construction Innovation and Technology Fund ("CITF")) are subsequently measured at amortised cost, using the effective interest method.

Derecognition of financial instruments

The Group derecognises a financial asset only when the contractual rights to the cash flows from the asset expire, or when it transfers the financial asset and substantially all the risks and rewards of ownership of the asset to another entity.

On derecognition of a financial asset measured at amortised cost, the difference between the asset's carrying amount and the sum of the consideration received and receivable is recognised in profit or loss.

On derecognition of an investment in equity instrument which the Group has elected on initial recognition to measure at FVTOCI, the cumulative gains or losses previously accumulated in the investment revaluation reserve is not reclassified to profit or loss, but is transferred to accumulated fund.

The Group derecognises a financial liability when the Group's obligations are discharged, cancelled or have expired. The difference between the carrying amount of the financial liability derecognised and the consideration paid and payable is recognised in profit or loss.

Investment properties

Investment property is a property held either to earn rentals or for capital appreciation or for both, but not held for use in the production or supply of goods or services or for administrative purposes. Investment property is stated at cost less subsequent accumulated depreciation and any accumulated impairment loss. Depreciation is charged so as to write off the cost of investment property net of expected residual value over the estimated useful life using the straight-line method. The useful life, residual value and depreciation method are reviewed, and adjusted if appropriate, at the end of each reporting period.

NOTES TO THE CONSOLIDATED FINANCIAL STATEMENTS

For the year ended 31 December 2024

4. LEVY INCOME

	2024 HK\$	2023 HK\$
Private sector	940,897,819	639,126,247
Public sector	887,171,192	618,206,829
Others (Note)	240,727,465	153,854,897
Penalty on overdue levy	8,813,262	3,172,185
Surcharge	20,394,990	17,056,421
	2,098,004,728	1,431,416,579

Note: Others include levy income on construction operations relating to the port and airport development, Mass Transit Railway, etc.

In accordance with the provisions of section 32 of the Construction Industry Council Ordinance, a levy is imposed at the rate of 0.5% on the value of all construction operations undertaken or carried out in Hong Kong, for which the tender has been submitted on or after 30 July 2018, and with a total value exceeding HK\$3,000,000* (see below).

In addition, in accordance with the provisions of section 23 of the Construction Workers Registration Ordinance, a levy is imposed at the rate of 0.03% on the value of all construction operations undertaken or carried out in Hong Kong, for which the tender has been submitted or a construction contract has been entered or the construction operations have begun on or after 30 July 2018 and with a total value exceeding HK\$3,000,000# (see below).

* Any construction operations which have commenced or been tendered before 30 July 2018, the levy threshold is HK\$1,000,000. The levy rate for these operations was 0.5%, effective on 20 August 2012 while it was 0.4% before 20 August 2012 and 0.25% before 10 January 2000.

Any construction operations which have commenced or been tendered between 24 February 2005 and 29 July 2018, the levy threshold is HK\$1,000,000.

5. WORKERS REGISTRATION FEE INCOME

Workers registration fees are collected from construction workers who are applying for registration which normally has a validity period of 60 months in accordance with the Construction Workers Registration (Fees) Regulation (Cap 583 (B)). Workers registration fee income is recognised over time and the advances received relating to future periods are treated as contract liabilities (Note 22). Revenue is recognised on a time proportion basis based on the output method.

6. COURSE FEES AND RELATED INCOME AND TRADE TESTING INCOME

Course fees and related income is recognised over time. Trade testing income is recognised at a point in time. All these incomes represent contracts with customers and were derived from Hong Kong.

(i) Course fees and related income

The Group provides construction training courses to trainees. Such courses are recognised as a performance obligation satisfied over time as the trainee simultaneously receives and consumes the benefits provided by the Group's performance as the Group performs. Revenue is recognised over the period of training based on the output method.

All courses are for periods of one year or less. As permitted under HKFRS 15, the transaction price allocated to these unsatisfied contracts is not disclosed.

(ii) Trade testing income

The Group provides trade testing services to construction industry practitioners. Such services are recognised at a point of time upon the completion of the testing.

All trade testing services are for periods of one year or less. As permitted under HKFRS 15, the transaction price allocated to these unsatisfied contracts is not disclosed.

7. INVESTMENT AND INTEREST INCOME

	2024 HK\$	2023 HK\$
Interest on bank deposits	103,038,129	80,374,952
Interest on debt instruments at amortised cost	5,507,537	5,596,969
Dividend from equity instruments at FVTOCI	339,612	339,612
	108,885,278	86,311,533

NOTES TO THE CONSOLIDATED FINANCIAL STATEMENTS

For the year ended 31 December 2024

8. OTHER INCOME

	2024 HK\$	2023 HK\$
Reimbursement of trainees' allowance (Note 1)	102,192,855	153,968,531
Registration fee income from sub-contractors (Note 2)	3,298,069	3,437,808
Income from conferences and workshops	600,750	1,706,017
Income from short-term rental of devices	221,033	638,617
Reimbursement of promotion expenses (Note 1)	11,478,751	11,554,929
Other miscellaneous income	9,003,391	15,095,860
License income (Note 3)	72,957,022	1,571,331
Foreign exchange gain, net	–	213,691
	199,751,871	188,186,784

Note 1:

Reimbursement of trainees' allowance and reimbursement of promotion expenses represented the receivable from the Government in respect of the allowances paid by the Group to the trainees for several approved training schemes and promotion expenses paid by the Group which are regarded as government grants.

Note 2:

Registration fees are collected from sub-contractors who are applying for registration which normally has a validity period of 36 or 60 months on and after 1 July 2017. Registration fee income is recognised over time and the advances received relating to future periods are treated as contract liabilities (Note 22). Revenue is recognised on a time proportion basis based on the output method.

Note 3:

Licence fee income is recognised over time. It represents the fee received from contractors or their subcontractors for the use of quarter managed by the Company as accommodation for imported labour. Revenue is recognised over the license period based on the output method.

All licence are with periods of one year or less. As permitted under HKFRS 15, the transaction price allocated to these unsatisfied contracts is not disclosed.

NOTES TO THE CONSOLIDATED FINANCIAL STATEMENTS

For the year ended 31 December 2024

9. STAFF COSTS

	2024 HK\$	2023 HK\$
Salaries, wages and other benefits	606,744,251	523,486,420
Contributions to defined contribution retirement plan	24,586,746	22,826,633
	631,330,997	546,313,053

10. GENERAL AND ADMINISTRATIVE EXPENSES

General and administrative expenses included:

	2024 HK\$	2023 HK\$
Auditor's remuneration	808,724	696,086
Impairment on property, plant and equipment	44,376,300	–
Net losses on disposal of property, plant and equipment	982,040	143,525
Foreign exchange loss, net	1,615,558	–

11. RELIEF MEASURES FOR COVID-19

	2024 HK\$	2023 HK\$
Allowance paid and other expense incurred to support workers under the Construction Industry Caring Campaign – Fight against Novel Coronavirus	–	8,565,593
Other COVID-19 relief measures	–	1,461,586
	–	10,027,179

NOTES TO THE CONSOLIDATED FINANCIAL STATEMENTS

For the year ended 31 December 2024

12. DEPRECIATION

	2024 HK\$	2023 HK\$
Depreciation charges:		
- owned assets	228,846,039	209,755,467
- right-of-use assets	9,149,557	8,708,795
	237,995,596	218,464,262

13. PROPERTY, PLANT AND EQUIPMENT AND CONSTRUCTION IN PROGRESS

	Leasehold land and building (note1) HK\$	Motor vehicles HK\$	Computer equipment HK\$	Renovation and building facilities HK\$	Furniture and fixtures HK\$	Facilities, tools, machinery and workshop equipment HK\$	Other equipment HK\$	Total property, plant and equipment HK\$	Construction in progress HK\$	Total HK\$
Cost										
At 1 January 2023	604,312,919	1,421,288	181,927,963	1,082,086,941	9,729,447	131,789,489	43,044,858	2,054,312,905	70,209,642	2,124,522,547
Additions	3,595,863	159,000	29,822,052	91,287,626	326,100	35,712,607	2,641,852	163,545,100	1,784,116	165,329,216
Disposals	-	-	(2,474,109)	(79,292)	-	(1,609,389)	(242,892)	(4,405,682)	-	(4,405,682)
At 31 December 2023	607,908,782	1,580,288	209,275,906	1,173,295,275	10,055,547	165,892,707	45,443,818	2,213,452,323	71,993,758	2,285,446,081
Additions	12,352,511	508,534	18,439,537	45,272,373	13,500	10,484,415	5,307,570	92,378,440	83,622,942	176,001,382
Disposals	(19,063,476)	-	(8,418,250)	(5,305,287)	(8,600)	(2,309,246)	(9,052,540)	(44,157,399)	-	(44,157,399)
Transfer	-	-	5,472,780	7,962,961	-	1,178,000	3,106,575	17,720,316	(17,720,316)	-
At 31 December 2024	601,197,817	2,088,822	224,769,973	1,221,225,322	10,060,447	175,245,876	44,805,423	2,279,393,680	137,896,384	2,417,290,064
Accumulated depreciation and impairment										
At 1 January 2023	151,929,059	809,233	118,258,827	667,938,491	5,414,900	106,261,529	22,332,259	1,072,944,298	-	1,072,944,298
Charge for the year	23,558,510	200,268	23,475,942	150,591,813	902,647	14,773,665	4,961,417	218,464,262	-	218,464,262
Written off on disposals	-	-	(2,374,109)	(79,292)	-	(1,609,389)	(175,085)	(4,237,875)	-	(4,237,875)
At 31 December 2023	175,487,569	1,009,501	139,360,660	818,451,012	6,317,547	119,425,805	27,118,591	1,287,170,685	-	1,287,170,685
Charge for the year	23,996,249	237,382	40,888,580	158,784,137	674,090	8,278,112	5,137,046	237,995,596	-	237,995,596
Written off on disposals	(19,063,476)	-	(8,418,250)	(4,280,716)	(6,307)	(2,258,646)	(8,971,180)	(42,998,575)	-	(42,998,575)
Impairment (note 2)	-	-	-	-	-	-	-	-	44,376,300	44,376,300
At 31 December 2024	180,420,342	1,246,883	171,830,990	972,954,433	6,985,330	125,445,271	23,284,457	1,482,167,706	44,376,300	1,526,544,006
Carrying amounts										
At 31 December 2024	420,777,475	841,939	52,938,983	248,270,889	3,075,117	49,800,605	21,520,966	797,225,974	93,520,084	890,746,058
At 31 December 2023	432,421,213	570,787	69,915,246	354,844,263	3,738,000	46,466,902	18,325,227	926,281,638	71,993,758	998,275,396

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For the year ended 31 December 2024

Note 1: Included in leasehold land and building are office premises carried at historical cost of HK\$1, which is leased out to earn rental income. The market value estimated by the Council as at 31 December 2024 is HK\$40,200,000 (31 December 2023: HK\$38,500,000), the determination of which was supported by market evidence. The gross rental income earned for the year was HK\$912,000 (2023: HK\$912,000) and was included in the other miscellaneous income.

Note 2: Impairment was recognised for certain construction in progress due to the suspension of the construction of a training facility. The recoverable amounts of these construction in progress have been determined based on their value in use. The Group estimates the value in use of these construction in progress using a cash flow projection with zero cash inflow. The relevant assets were impaired to their recoverable amount of nil and the impairment of HK\$44,376,300 has been recognised in profit or loss during the year.

14. DEBT INSTRUMENTS AT AMORTISED COST

	2024 HK\$	2023 HK\$
Debt instruments, with fixed interest rate of 1.65% to 4.65% (2023: 1.65% to 4.65%) per annum and maturity date in 2025 to 2027 (2023: 2025 to 2027)	254,531,440	258,352,870

Analysis

	2024 HK\$	2023 HK\$
Current assets	84,149,733	–
Non-current assets	170,381,707	258,352,870
	254,531,440	258,352,870

NOTES TO THE CONSOLIDATED FINANCIAL STATEMENTS

For the year ended 31 December 2024

15. EQUITY INSTRUMENTS AT FVTOCI

	2024 HK\$	2023 HK\$
Equity securities listed on the Stock Exchange of Hong Kong, at fair value	7,025,567	7,855,154

Note:

The above listed equity investments represent ordinary shares of entities listed in Stock Exchange of Hong Kong. These investments are not held for trading, instead, they are held for long-term strategic purposes. The Council members have elected to designate these investments in equity instruments as at FVTOCI as they believe that recognising short-term fluctuations in these investments' fair value in profit or loss would not be consistent with the Group's strategy of holding these investments for long-term purposes and realising their performance potential in the long run.

On disposal of these equity investments, any related balance within the investment revaluation reserve is reclassified to accumulated fund.

16. LEVY RECEIVABLES

	2024 HK\$	2023 HK\$
Levy receivables	163,606,263	112,126,544
Less: loss allowance	(52,963,173)	(9,086,950)
	110,643,090	103,039,594

All levy receivables are expected to be recovered within one year.

The average credit period on levy receivables granted to the contractors is 28 days (2023: 28 days) after the date of the notice of assessment.

No penalty is imposed on the contractor for the specified period of 28 days. Thereafter, penalty is imposed at 5% of the unpaid amount. If the amount of the levy or surcharge, including any penalty imposed remains unpaid within three months after the expiry of the specified period, a further penalty of 5% of the unpaid amount will be imposed on the outstanding balance. The Group would provide fully for all long outstanding receivables, having considered, inter alia, the likelihood of recoverability based on historical experience.

As at 31 December 2024, included in the Group's levy receivables balances are receivables with a carrying amount of HK\$8,002,401 (2023: HK\$17,812,176) which were past due at the end of the reporting period for which the Group had not provided for any impairment loss as there has not been a significant change in credit quality and the amounts are still considered recoverable.

Impairment of levy receivables

Impairment losses on levy receivables are recorded using an allowance account unless the Group is satisfied that recovery of the amount is remote, in which case the impairment loss is written off against levy receivables directly.

The movement in the loss allowance for levy receivables is as follows:

	HK\$
At 1 January 2023	8,733,841
Reversal of impairment losses	(2,065,335)
Impairment losses recognised	2,418,444
At 31 December 2023	9,086,950
Reversal of impairment losses	(2,226,758)
Impairment losses recognised	46,102,981
At 31 December 2024	52,963,173

At 31 December 2024, levy receivables of HK\$9,819,221 (2023: HK\$6,860,193) were individually determined to be impaired and full impairment loss were recognised in the allowance account. The individually impaired receivables related to contractors that were either under liquidation or in financial difficulties and the Group assessed that the full amount of the receivables to be irrecoverable.

In determining the recoverability of levy receivables, the Group collectively considered any change in the credit quality of the levy receivables from the date credit was initially granted up to the reporting date. The concentration of credit risk is limited due to the contractor base being large and unrelated.

17. DEPOSITS, PREPAYMENTS AND OTHER RECEIVABLES

	2024 HK\$	2023 HK\$
Deposits and prepayments	15,968,100	17,529,840
Other receivables		
– Interest receivables – The Group	42,790,454	47,657,083
– Interest receivables – CITF (Note 20)	55,158,650	4,106,228
– Receivable from the Government	66,640,043	104,007,514
– Receivables from Anti-epidemic Fund applicants (Note 19)	–	77,611
– Others	18,667,447	7,237,933
	183,256,594	163,086,369
	199,224,694	180,616,209

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For the year ended 31 December 2024

18. CASH AND BANK BALANCES

Cash and deposits at banks comprise cash and time deposits held by the Group for the purpose of meeting the Group's cash commitments, which time deposits as at 31 December 2024 carry interest at market rate range from 3.60% to 4.75% (2023: 3.88% to 5.42%).

	2024 HK\$	2023 HK\$
Deposits with banks		
– with original maturity less than three months		
– The Group	818,040,266	360,000,000
– CITF	–	1,752,000,000
– with original maturity over three months		
– The Group	1,954,331,575	1,601,040,000
– CITF (Note 20)	1,595,000,000	–
	4,367,371,841	3,713,040,000
Bank balances and cash		
– The Group	218,187,280	151,670,760
– Construction Industry – Anti-epidemic fund	16,055,150	15,987,781
– CITF (Note 20)	47,856,587	51,927,418
	282,099,017	219,585,959
	4,649,470,858	3,932,625,959

Deposits and bank balances totalling HK\$1,642,856,587 (2023: HK\$1,803,927,418) being CITF (Note 20) are kept at earmarked bank accounts.

19. ACCOUNTS AND OTHER PAYABLES AND ACCRUALS

	2024 HK\$	2023 HK\$
Construction Industry – Anti-epidemic Fund (Note)	16,033,101	16,065,392
Other payables and accruals	396,272,882	369,280,635
	412,305,983	385,346,027

Note:

On 11 June 2020, Development Bureau announced that the Anti-epidemic Fund would provide support to the construction industry.

The Council was commissioned by Development Bureau to be the implementation partner to handle application and disburse the subsidies of the Anti-epidemic Fund. The Council opened a designated bank account for the custody of the fund.

As at 31 December 2024, the fund balance accumulated to HK\$16,033,101 (2023: HK\$16,065,392) for which HK\$16,055,150 (2023: HK\$15,987,781) is included cash and bank balances (Note 18), and HK\$22,049 is included in other payables and accruals (2023: HK\$77,611 included in other receivables (Note 17)) respectively.

20. CONSTRUCTION INNOVATION AND TECHNOLOGY FUND

The Finance Committee of the Legislative Council approved the establishment of the CITF on 16 July 2018, with an allocation of HK\$1,000,000,000 for use over a tentative period of 5 years. On 29 June 2022, the Finance Committee of the Legislative Council had approved the injection of HK\$1,200,000,000 to the fund to support its continued operation and implementation of the enhancement measure launched on 1 January 2022. Subsequent to the injection in 2022, the fund is intended to be opened for applications for a further 5 years from 2023 onwards subject to availability of the funding. CITF is to encourage wider adoption of innovative construction methods and technology in the construction industry with a view to promoting productivity, uplifting built quality, improving site safety and enhancing environmental performance of the construction industry. The Council was commissioned by the Development Bureau of the Government of Hong Kong Special Administrative Region to be the implementation partner. The Council maintains a designated bank account for the CITF.

As at 31 December 2024, the fund balance accumulated to HK\$1,698,015,237 (2023: HK\$1,808,033,646) of which HK\$1,642,856,587 (2023: HK\$1,803,927,418) and HK\$55,158,650 (2023: HK\$4,106,228) are included in cash and bank balances (Note 18) and interest receivables (Note 17) respectively. The unutilised amount has to be returned to the Development Bureau.

21. LEASE LIABILITIES

The Group leases a number of properties in Hong Kong and the People's Republic of China with fixed periodic payments over the lease terms.

The Group also leases certain items of equipment with fixed payments over the lease terms.

NOTES TO THE CONSOLIDATED FINANCIAL STATEMENTS

For the year ended 31 December 2024

Right-of-use assets

The analysis of the net book value of right-of-use assets by class of underlying asset is as follows:

Right-of-use assets	Leasehold land and building HK\$	Other equipment HK\$	Total HK\$
At 1 January 2023	12,057,128	2,757,283	14,814,411
Additions	3,595,863	–	3,595,863
Depreciation	(6,967,354)	(1,741,441)	(8,708,795)
At 31 December 2023	8,685,637	1,015,842	9,701,479
Additions	12,352,511	4,371,741	16,724,252
Depreciation	(7,405,093)	(1,744,464)	(9,149,557)
At 31 December 2024	13,633,055	3,643,119	17,276,174

Future lease payments are due as follows:

	Minimum lease payments HK\$	Interest HK\$	Present value HK\$
2024			
Not later than one year	7,347,195	326,476	7,020,719
Later than one year and not later than five years	11,520,393	209,277	11,311,116
	18,867,588	535,753	18,331,835
	Minimum lease payments HK\$	Interest HK\$	Present value HK\$
2023			
Not later than one year	6,400,385	117,764	6,282,621
Later than one year and not later than five years	2,797,794	56,614	2,741,180
	9,198,179	174,378	9,023,801

For both years, the Group leases various offices for its operations lease contracts are entered into fixed term of 12 months to 36 months.

NOTES TO THE CONSOLIDATED FINANCIAL STATEMENTS

For the year ended 31 December 2024

Movement of lease liabilities

	2024 HK\$	2023 HK\$
At 1 January	9,023,801	13,254,847
Additions	16,711,722	3,445,863
Interest expenses	231,695	225,533
Interest element of lease payment	(231,695)	(225,533)
Capital element of lease payment	(7,403,688)	(7,676,909)
At 31 December	18,331,835	9,023,801

The present value of future lease payments is analysed as:

	2024 HK\$	2023 HK\$
Current liabilities	7,020,719	6,282,621
Non-current liabilities	11,311,116	2,741,180
	18,331,835	9,023,801

Leases – other disclosures

	2024 HK\$	2023 HK\$
Low value lease expense	1,305,740	1,848,035
Interest expenses	231,695	225,533

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For the year ended 31 December 2024

22. CONTRACT LIABILITIES

	2024 HK\$	2023 HK\$
Course fees and related income	5,517,097	4,496,378
Workers registration fees	9,875,570	2,198,527
Registration fees from sub-contractors	4,812,667	5,358,556
	20,205,334	12,053,461
Current	11,027,799	8,173,273
Non-current	9,177,535	3,880,188
	20,205,334	12,053,461

Contract liabilities, that are not expected to be settled within the Group's normal operating cycle, are classified as non-current based on the Group's earliest obligation to transfer services to the customers.

The following table shows how much of the revenue recognised in the current year relates to brought-forward contract liabilities.

	Course fees and related income HK\$	Workers registration fees HK\$	Registration fees from sub- contractors HK\$	Total HK\$
At 1 January 2023	3,961,619	1,959,360	5,094,615	11,015,594
Decrease in contract liabilities as a result of recognising revenue during the year that was included in the contract liabilities at the beginning of the year	(3,961,619)	(1,694,213)	(2,791,287)	(8,447,119)
Increase in contract liabilities as a result of receipt in advance during the year	4,496,378	1,933,380	3,055,228	9,484,986
At 31 December 2023	4,496,378	2,198,527	5,358,556	12,053,461
Decrease in contract liabilities as a result of recognising revenue during the year that was included in the contract liabilities at the beginning of the year	(4,496,378)	(1,941,297)	(3,298,069)	(9,735,744)
Increase in contract liabilities as a result of receipt in advance during the year	5,517,097	9,618,340	2,752,180	17,887,617
At 31 December 2024	5,517,097	9,875,570	4,812,667	20,205,334

Typical payment terms which impact on the amount of contract liabilities recognised are as follows:

(a) Course fee and related income

When the Group receives course fees before the construction training course commences, it gives rise to contract liabilities at cash receipt, until the amount is recognised as course fees and related income. The Group typically receives the full amount of the construction training course fees before the course commences.

(b) Workers registration fees

The workers registration fees normally have a validity period of 60 months in accordance with the Construction Workers Registration (Fees) Regulation (Cap 583 (B)). When the Group receives the registration fees from the construction workers, it gives rise to contract liabilities at cash receipt, until the amount is recognised as registration fee income over the period.

(c) Registration fees from sub-contractors

The registration fees from sub-contractors normally have a validity period of 60 months under the Registered Specialist Trade Contractors Scheme. When the Group receives the registration fees from the sub-contractors, it gives rise to contract liabilities at cash receipt, until the amount is recognised as registration fee income over the period.

23. TAXATION

Pursuant to section 28 of the Construction Industry Council Ordinance, the Council is exempted from taxation under the Inland Revenue Ordinance.

Zero Carbon Building, a wholly owned subsidiary of the Council, is exempted from Hong Kong Profits Tax under section 88 of the Inland Revenue Ordinance.

Hong Kong Institute of Construction, a wholly owned subsidiary of the Council, is exempted from Hong Kong Profits Tax under section 88 of the Inland Revenue Ordinance.

Construction Sector Imported Labour Quarters Limited, a wholly owned subsidiary of the Council, had applied for exemption from Hong Kong Profits Tax under section 88 of the Inland Revenue Ordinance, the ratification process is in progress.

24. CAPITAL RISK MANAGEMENT

The Group manages its capital to ensure that the Group will be able to continue as a going concern through the optimisation of the debt and equity balances. The Group's overall strategy remains unchanged from prior year.

The capital structure of the Group consists of capital fund. The Council members of the Group review the capital structure periodically. As part of this review, the Group will balance its overall capital structure through obtaining finances from available sources.

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For the year ended 31 December 2024

25. FINANCIAL INSTRUMENTS

(a) Categories of financial instruments

	2024 HK\$	2023 HK\$
Financial assets		
Financial assets at amortised costs (including cash and bank balances)	5,206,625,031	4,460,727,154
Equity instrument at FVTOCI	7,025,567	7,855,154
Financial liabilities		
Financial liabilities at amortised cost	1,856,491,113	1,913,150,589

(b) Financial risk management objectives and policies

The Group's financial instruments include equity and debt instruments, deposits, levy and other receivables, cash and bank balances and accounts and other payables. The risks associated with these financial instruments include credit risk, liquidity risk, interest rate risk and equity price risk. The policies on how to mitigate these risks are set out below. Management manages and monitors these exposures to ensure appropriate measures are implemented on a timely and effective manner. The Group's overall strategy remains unchanged from prior year.

Credit risk

The Group's maximum exposure to credit risk which will cause a financial loss to the Group due to failure to discharge an obligation by the counterparties is arising from the carrying amounts of the respective recognised financial assets as stated in the consolidated statement of financial position.

In order to minimise credit risk, the Group has policies in place for the determination of credit limits, credit approvals and other monitoring procedures to ensure that follow-up action is taken to recover overdue debts. In addition, the Group performs impairment assessment under ECL model on levy receivables to ensure that adequate impairment losses are made. Levy receivables are assessed generally by using a provision matrix and the Group also actively monitors the outstanding amounts owed by each contractor and identifies any credit risks in a timely manner in order to reduce the risk of a credit related loss. In this regard, the Council members consider that the Group's credit risk is significantly reduced.

For deposits and other receivables, the Group performs impairment assessment under 12m ECL model. The credit risk on deposits and other receivables are limited because the counterparties are entities with good repayment history and credit ratings and/or exposure at default is low. In this regard, the Council members consider that the Group's credit risk is significantly reduced.

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The Group only invests in debt securities with low credit risk. The Group's debt instruments at amortised cost are bonds issued by corporations that are graded by the top credit rating among rating agencies. Therefore, these investments are considered to be low credit risk investments and the loss allowance is assessed on 12m ECL basis.

The Group's bank balances are deposited with banks with high credit ratings and therefore the credit risk of these bank balances is low and the loss allowance is assessed on 12m ECL basis.

The Council members consider that no additional provision for the above items has to be made as it is immaterial.

Other than concentration of credit risk on liquid funds which are deposited with several banks with high credit rating and the investments in the debt instruments at amortised cost, the Group has no significant concentration of credit risk, with exposure spread over a number of counterparties.

Liquidity risk

Ultimate responsibility for liquidity risk management rests with the Council, which has built an appropriate liquidity risk management framework for the management of the Group's short, medium and long-term funding and liquidity requirements. The Group managed liquidity risk by continuously monitoring forecast and actual cash flows.

The following table details the remaining contractual maturities at the end of the reporting period of the non-derivative financial liabilities, which are based on the contractual undiscounted cash flows (including interest payments computed using contractual rates or, if floating, based on rates current at the reporting date) and the earliest date the Group can be required to pay.

	Weighted Average Interest rate	Carrying amounts HK\$	Total contractual undiscounted cash flows HK\$	Within 1 year or on demand HK\$	More than 1 year but less than 5 years HK\$
2024					
Accounts and other payables	–	158,475,876	158,475,876	158,475,876	–
Construction Innovation and Technology Fund	–	1,698,015,237	1,698,015,237	1,698,015,237	–
Lease liabilities	2.2%	18,331,835	18,867,588	7,347,195	11,520,393
		1,874,822,948	1,875,358,701	1,863,838,308	11,520,393
2023					
Accounts and other payables	–	105,116,943	105,116,943	105,116,943	–
Construction Innovation and Technology Fund	–	1,808,033,646	1,808,033,646	1,808,033,646	–
Lease liabilities	2.2%	9,023,801	9,198,179	6,400,385	2,797,794
		1,922,174,390	1,922,348,768	1,919,550,974	2,797,794

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For the year ended 31 December 2024

Interest rate risk

The Group is exposed to fair value interest rate risk in relation to debt instruments at amortised cost. The Group currently does not use any derivative contracts to hedge its exposure to interest rate risk. However, the Council members will consider hedging significant interest rate exposure should the need arise.

The Group is exposed to cash flow interest rate risk through the impact of rate changes on interest bearing financial assets. Interest bearing financial assets are mainly cash and deposits at banks which are all short term in nature. Therefore, any future variations in interest rates will not have a significant impact on the results of the Group.

Equity price risk

The Group is exposed to equity price changes arising from equity investments at FVTOCI. All of these investments are listed on the Stock Exchange of Hong Kong.

Listed investments held in equity investments at FVTOCI portfolio have been chosen based on their longer term growth potential and are monitored regularly for performance against expectations.

Equity price risk sensitivity analysis

The sensitivity analysis below has been determined based on the exposure to equity price risk on listed equity interests at the reporting date.

If the prices of the equity investments at FVTOCI had been 20% higher/lower, the Group's investment revaluation reserve would increase/decrease by HK\$1,405,113 (2023: HK\$1,571,031).

Currency risk

The Group exposed to currency risk primarily through holding debt instruments at amortised cost in USD.

As USD is pegged with HKD, no sensitivity analysis has been disclosed.

(c) Fair value measurements of financial instruments

(i) Financial instruments measured at fair value

The fair values of listed equity investments at FVTOCI which are traded on active markets are determined with reference to quoted market bid prices. The Group holds listed equity investments at FVTOCI amounting to HK\$7,025,567 (2023: HK\$7,855,154), which are grouped into Level 1 in the fair value hierarchy.

During the years ended 31 December 2024 and 2023, there were no transfers between Level 1 and Level 2, or transfers into or out of Level 3. The Group's policy is to recognise transfers between levels of fair value hierarchy as at the end of the reporting period in which they occur.

(ii) Fair values of financial instruments carried at other than fair value

The carrying amounts of the Group's financial instruments carried at amortised costs are not materially different from their fair values as at 31 December 2024 and 2023.

26. CAPITAL COMMITMENTS

Capital commitments outstanding at 31 December 2024 and 2023 not provided for in the consolidated financial statements were as follows:

	2024 HK\$	2023 HK\$
Contracted for	65,122,009	109,455,164

Capital commitments relate to the acquisition of plant and equipment, renovation works and acquisition or development of computer equipment.

27. RELATED PARTY DISCLOSURES

(a) Related party transactions

As the members of the Council were being drawn from private or public construction industry sector organisations, it is inevitable that transactions will take place with organisation in which a member may have an interest. All transactions involving organisations in which members of the Group may have an interest, subsisted at the end of the year or at any time during the year, were conducted on normal commercial terms and in accordance with the Group's procurement procedures.

During the year, the Group entered into the following non-trade transactions with related party:

	2024 HK\$	2023 HK\$
Nature of transactions		
Funding support to Hong Kong Green Building Council Limited	4,715,567	4,106,931

(b) Related party balance

Balance with related parties at the end of the reporting period are as follows:

	2024 HK\$	2023 HK\$
Net amount due from Hong Kong Green Building Council Limited	383,183	87,594

Hong Kong Green Building Council Limited is a related company, in which several members of the Council are also directors of Hong Kong Green Building Council Limited.

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28. SUBSIDIARIES

Details of the Council's subsidiaries at 31 December 2024 and 2023 are as follows:

Name of subsidiaries	Place of incorporation	Effective interest held by the Council		Principal activities
		2024 Directly %	2023 Directly %	
Zero Carbon Building (Note (a))	Hong Kong	100	100	Operating and managing CIC Zero Carbon Park
Hong Kong Institute of Construction (Note (b))	Hong Kong	100	100	Provision of training courses for the construction industry
Construction Sector Imported Labour Quarters Limited	Hong Kong	100	100	Operating and managing construction sector imported labour quarters

Notes:

- (a) As at 31 December 2024, the capital fund of this subsidiary amounting to HK\$245,088,767 (2023: HK\$226,496,415) representing the accumulated contributions from the Council.
- (b) As at 31 December 2024, the capital fund of this subsidiary amounting to HK\$3,470,978,499 (2023: HK\$2,744,766,380) representing the accumulated contributions from the Council.

CONSTRUCTION INDUSTRY COUNCIL

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