

务腾

WT

务腾亚洲  
可持续发展报告 2024  
WT ASIA SUSTAINABILITY REPORT





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## 我们的流程 OUR PROCESSES



务腾为建筑行业提供专业的建议和咨询服务。包括但不限于以下服务：  
WT delivers professional advice and consultancy services to the construction industry. This includes but is not limited to the following services:

- 开发评估 Development Appraisal
- 成本管理 Cost Management
- 合同文档 Contract Documentation
- 合同管理 Contract Administration
- 项目咨询服务 Project Advisory Services
- 建筑工程服务 Building Engineering Services
- 可持续性研究 Sustainability

作为一家完全独立的建筑顾问公司，诚信是我们工作的基石，致力于始终设定和维持企业公民的专业标准。

环境、社会和公司治理（ESG）是我们顺势而为的选择，也是业务的重要组成部分。我们的承诺来自高层，并通过定期培训和持续的专业发展机会，自上而下贯彻至所有员工。

作为非制造业企业，我们的业务不直接对环境产生显著影响，但我们参与的项目可以提供显著的环境价值和社会效益。优化这些积极影响是我们的专业职责所在。

我们致力于持续优化对环境及所在社区的积极贡献，并通过思想引领和行动示范来践行这一承诺。作为企业，我们不断革新运营模式，并将持之以恒，以确保始终处于行业前沿。为使相关举措与时俱进，我们已建立并将持续完善年度审查机制。

在本年度报告中，我们采用环境、社会和治理（ESG）的框架分类，系统阐述当前开展的各项活动及新举措，以全方位推动可持续发展价值的实现。

As an independent construction consultancy company solely owned by our Employees, our integrity underpins everything we do, we aim to always set and maintain professional standards of corporate citizenship.

Environmental, Social and Corporate Governance (ESG), is at the forefront of how we convey this and is integral to our business. Our commitment comes from the top and is cascaded down to all employees via regular training and continued professional development opportunities.

We recognise that our business does not have as many direct environmental consequences as, for example, the manufacturing sector, but the projects we work on can provide significant environmental and social benefits and it is part of our professional roles to optimise these benefits.

We are committed to optimising our positive contribution to the environment and the communities we work in and believe this is supported by us showing leadership in thought and example. We are constantly evolving the way we operate as a business and will continue to do so to ensure that we stay at the forefront of our profession. To keep our approach in step we have and will continue to review it annually.

In this annual update we use the subdivisions of Environmental, Social, and Governance to demonstrate our current activities and new initiatives to promote sustainable value in everything we do.



## 我们的理念 OUR PHILOSOPHY

我们深知自身业务会对本地、区域乃至全球产生影响。我们在两个方面践行可持续发展理念：其一，作为向建筑及房地产行业提供咨询顾问服务的一部分，我们积极推广可持续解决方案的应用；其二，通过自身企业运营实践可持续发展。我们致力于保护生态环境、促进自然资源保护、防止环境污染，并持续改善环保绩效。

我们确认企业直接环境影响，主要是与业务相关的商务差旅及办公运营。环境法规、法律及行业准则是需要达到的基础标准，我们正积极采取行动以超越这些标准。我们持续开展环境合规审查，确保及时更新业务流程与制度，以满足最新环保要求。在日常运营中，我们秉持环境责任理念，最大限度减少废弃物产生并推行资源循环利用。

为提升环境绩效，我们定期开展环保审计以确保实现持续改进。我们通过供应商和相关方的指导方针以及内部沟通来提高对这一政策的认识，并确保其得到定期评审与更新。

ISO14001:2015标准构成务腾环境管理体系的基础，也是务腾企业管理体系的核心部分。该体系获得公司管理层及全体员工的认同与支持，我们共同致力于环境绩效的持续提升。

We understand that our operations have a local, regional, and potentially global impact. We support sustainability in two ways, firstly as part of our provision of advice and consultancy services to the construction and property industry where we promote the use of sustainable solutions, and secondly as part of our own business operation. We are committed to protecting the environment and promoting the conservation of natural resources, preventing environmental pollution, and continuously improving our environmental performance.

We have identified our own organisation's direct impacts predominantly as being business related travel and office operations. Environmental regulations, laws, and codes of practice are the minimum standard to be achieved and we are actively work towards exceeding these standards. We review our environmental compliance on an on-going basis and ensure that our processes and procedures are updated to account for the latest requirements. We operate in an environmentally responsible way, minimising waste and recycling as much as possible.

To improve our environmental performance, we perform regular audits to ensure we achieve continual improvement. We raise awareness of this policy through guidelines for suppliers and interested parties, and internal communications, and ensure it is regularly reviewed and updated.

ISO14001:2015 forms the basis of WT's Environmental Management System and is a core component of WT's Business Management System. This is recognised and supported by our Executive Management Team and staff who in turn are collectively committed to the continual improvement of our environmental performance.

REVIEW

REPORT

SUSTAINABILITY  
PERFORMANCE



联想集团创新产业园（天津）  
Lenovo Innovation Technology Park, Tianjin



现代货箱码头二期，香港  
Modern Terminal 2, Hong Kong



新加坡生命科学和创新集群  
Project Sprint, Singapore



The Nexus 办公楼，越南胡志明  
The Nexus, Vietnam





# 办公室碳评估更新 OFFICE CARBON ASSESSMENT UPDATE

我们已对香港办事处开展了碳评估工作。各办公室的用电数据由物业方提供，相关数据由财务核对。由于部分办公场所的能源计量方式特殊，能源使用数据的收集颇具挑战，经对所获数据的核查，我们最终通过设定若干合理假设才完成碳排放计算。

评估结果显示，自2019年以来，务腾香港办事处的用电量呈现良好下降趋势（以二氧化碳当量千克数计）。相关结果已提交管理层，用以制定针对性的办公碳减排计划，旨在实现碳排放量的逐年降低。下一阶段的目标是完善各领域数据采集体系，持续提升计算精度，从而准确评估所采取减排措施的实际成效。

Carbon Assessments have been carried out for our Hong Kong office. Information on the electricity usage for each office was requested from the landlord and expenses data was provided by the Finance team. Collection of the energy usage data was challenging due to the way in which some of the offices are charged for their utility use and after review of the responses received an agreed number of assumptions had to be made to allow the calculation to be completed.

The results of the assessment have shown that a promising progress of reduction on electricity usage, as the kgCO<sub>2</sub>e has been decreasing since 2019 in WT Hong Kong. The results have been forwarded to the directors for them to develop an office specific carbon reduction plan with the goal of finding ways that will lower the carbon emissions year on year. A further target for the year ahead will be to collect a more complete dataset in each area and to keeping improving the accuracy of the calculation so the impact of any mitigation strategies employed can be accurately assessed.

## 香港

在过去五年我们在碳减排方面取得了稳步进展。2024年，用电量较2023年显著下降了27%。我们还参与了2024年全球“地球一小时”活动及香港政府“节能约章2024”，进一步彰显了对可持续发展的承诺。

In Hong Kong, we have made steady progress in reducing our carbon footprint over the past five years. In 2024, our electricity consumption decreased by a significant 27% compared to 2023. We also participated in global Earth Hour 2024 and the Hong Kong Government's Energy Saving Charter 2024, reinforcing our commitment to sustainability.

## 中国内地

我们在北京、成都、重庆、广州、杭州、上海、深圳、苏州、天津和武汉设立有办事处。2024年，我们的用电量（以千瓦时计）较上年显著下降7.2%，同时A4纸张使用量也大幅减少了20.2%。

In China mainland, we maintain a strong presence with offices in 10 strategic locations: Beijing, Chengdu, Chongqing, Guangzhou, Hangzhou, Shanghai, Shenzhen, Suzhou, Tianjin, and Wuhan. In 2024, our electricity consumption fell by a notable 7.2% in kWh from the previous year. Meanwhile, our A4 paper usage dropped by a substantial 20.2% over the same period.

## 东南亚

越南办事处表现尤为突出：2022至2023年间，已完成及在建项目中，超过45%获得绿色建筑认证或采用清洁/可再生能源；2024年这一比例更提升至50%。其他区域办事处亦有23%至31%的项目，获得绿色建筑认证或采用清洁能源方案。

In Southeast Asia, our Vietnam office achieved remarkable progress, with over 45% of projects, both completed and ongoing, certified as Green Buildings or powered by clean/renewable energy in 2022 and 2023, rising to 50% in 2024. Meanwhile, our offices in other regions saw 23% to 31% of their projects qualify as either green building-certified or clean/renewable energy initiatives.



万国数据中心，香港  
GDS Data Centre, Hong Kong



风电场，泰国  
Wind Farm, Thailand



世贸中心三期，雅加达  
World Trade Centre 3, Jakarta



前海周大福金融大厦，深圳  
Qianhai CTF Finance Centre, Shenzhen



# 隐含碳评估工具 EMBODIED CARBON ASSESSMENT TOOL

隐含碳是指建筑物在整个生命周期中产生的所有温室气体排放，包括建筑的现场开采、运输、加工制造及安装过程中产生的排放，以及这些材料在使用阶段和废弃处置阶段的排放。从现在到2050年，新建建筑的碳排放总量中，隐含碳占比接近一半。

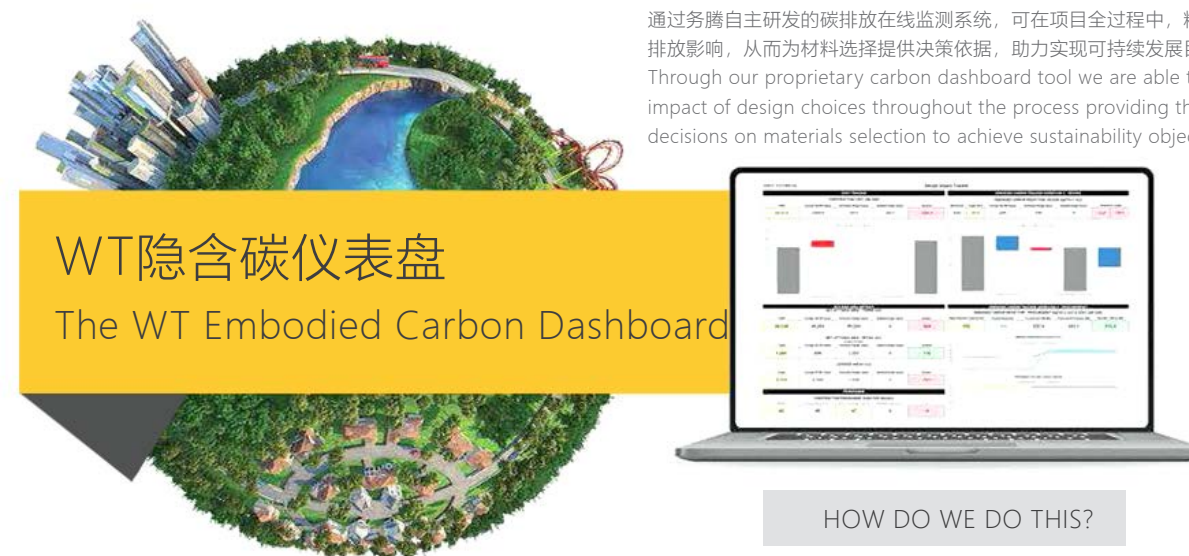
隐含能源是指单位建筑材料、构件或系统所消耗的不可再生能源总量，其计量单位可采用千克/吨或面积（平方米）。温室气体排放可基于不同阶段进行计算。虽然"从摇篮到大门"阶段（从材料获取至出厂前的阶段)为常规计算，但仍需充分考量施工安装及运营阶段的能耗影响。

务腾亚洲团队在项目前期即与设计团队协同工作，通过评估设计方案及其替代方案的运营成本(OPEX)，为材料选择、结构形式、运营设备及机电系统等决策提供依据。

Embodied carbon consists of all the GHG emissions associated with building construction, including those that arise from extracting, transporting, manufacturing, and installing building materials on site, as well as the operational and end-of-life emissions associated with those materials. Embodied carbon will be responsible for almost half of total new construction emissions between now and 2050.

Embodied energy is measured as the quantity of non-renewable energy per unit of building material, component, or system. It is expressed in kilograms or tonnes and can also be expressed as area (square meters). The GHG emissions can be calculated at various stages. Cradle to gate is commonly used, however, the installation and operation of the asset also need to be understood.

WT Asia works alongside the design team through the early stages to ascertain the OPEX cost of the design and alternatives, providing a further layer of informed decision-making in material selection, structural form, operation plant, and machinery.



通过务腾自主研发的碳排放在线监测系统，可在项目全过程中，精准识别和量化各项设计的碳排放影响，从而为材料选择提供决策依据，助力实现可持续发展目标。 Through our proprietary carbon dashboard tool we are able to identify and quantify the impact of design choices throughout the process providing the tools to make informed decisions on materials selection to achieve sustainability objectives.

## 承诺 COMMITMENT

作为务腾践行可持续发展承诺的举措，我们自主研发了“隐含碳监测平台”，通过在设计阶段与施工阶段对隐含碳进行精准测量、实时监控及动态追踪，有效降低建筑全生命周期碳排放，积极推动建筑环境领域的脱碳进程。 As part of the WT commitment to, we have developed a proprietary Embodied Carbon Dashboard to measure, monitor, track and reduce Embodied carbon throughout the Design and Construction stages of projects and to contribute to decarbonisation of the built environment.

## 方法 APPROACH

以行业标准为基础，务腾制定了方针：依据2024年7月发布的《RICS建筑环境全生命周期碳评估(WLCA)第二版》及英国首版《RICS专业信息文件——建筑材料隐含碳计算方法论》建立技术体系。 WT have developed our approach based on Industry Standard: RICS Whole life carbon assessment (WLCA) for the built environment 2nd edition, July 2024, and RICS Professional Information, UK 1st edition, information paper methodology to calculate embodied carbon of materials.





# 我们的员工 OUR TEAM

36 : 41

2024年香港及澳门办事处  
员工性别比例为女性36:男性41

香港六位董事中有两位为女性，  
占管理层比例的33.3%。

is the female to male  
staff ratio for  
WT Hong Kong & Macau in 2024.

2 out of 6 Directors in Hong Kong  
are female, representing 33.3% of the  
Management Team.

17 : 10

2024年中国内地办事处  
员工性别比例为女性17:男性10

is the female to male  
staff ratio for  
WT China mainland in 2024.

139 : 108

2024年东南亚办事处  
员工性别比例为女性139:男性108

is the female to male  
staff ratio for  
WT Southeast Asia in 2024.

31

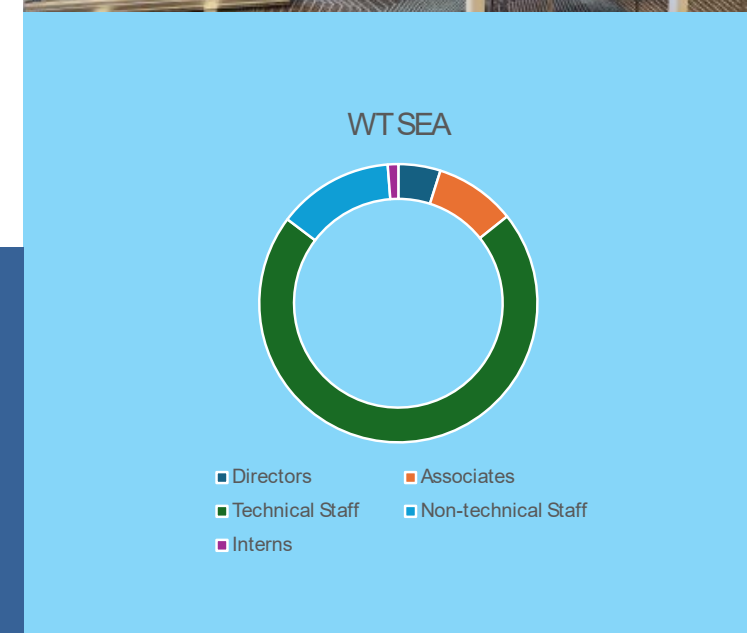
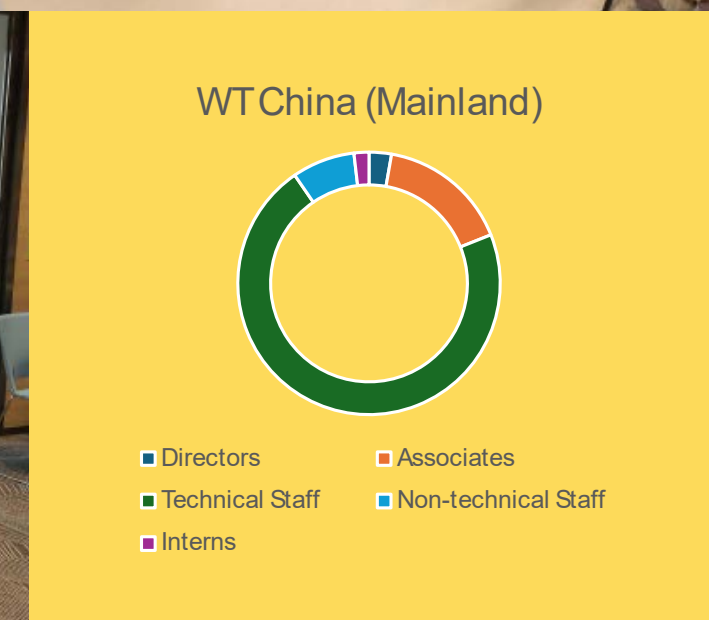
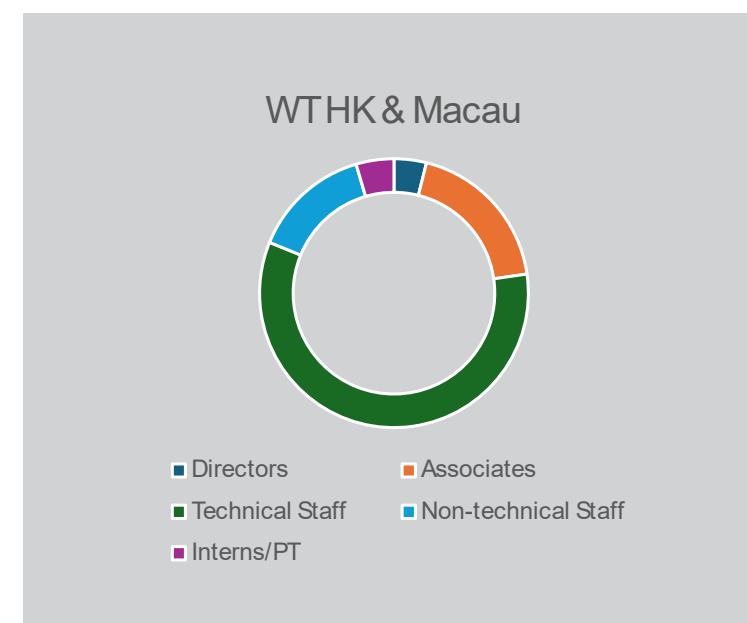
实习生 Interns

91

新入职 New Starters

60

晋升 Promotions





# 员工安全与健康 STAFF SAFETY & WELLBEING

## 零工伤与零损失工作日 ZERO EMPLOYEE INJURIES & LOST WORKDAY

我们始终守护员工安全，秉持以人为本的企业文化，全力保障员工、供应商及商业伙伴的健康福祉。多年来，我们在亚洲各分支机构持续实现零工伤，在负责且可持续地开展业务的同时，确保每一位工作伙伴的安全。

截至2024年，务腾香港已连续九年获评“同心展关怀”企业，这一荣誉印证了我们在关爱社区、员工及环境方面践行企业社会责任的持续努力。

We safeguard our people and foster a culture of caring that promotes the well-being of our staff, sub-contractors, and business partners. We strive for zero work injuries across all our offices in Asia throughout the years, while delivering our work responsibly and sustainably.

As of 2024, WT Hong Kong has been recognised as a Caring Company for 9 consecutive years, indicating that we have achieved corporate social responsibility through caring for the community, employees and the environment.

多年总可记录事故率 (TRIR) Multi-Year Total Recordable Incident Rate (TRIR)		多年工作日损失率 (LWCR) Multi-Year Lost Workday Case Rate (LWCR)	
年 Year	次数	年 Year	次数
2024	0	2024	0
2023	0	2023	0
2022	0	2022	0



- 我们持续投入资源提升员工福祉，致力于打造：
- 互助：资深员工协助答疑解惑
  - 关怀：灵活安排和支持残疾、患病或面临特殊困难的员工
  - 弹性：提供弹性工时和兼职选择，助力员工平衡工作与生活，缓解压力
  - 适度：确保工作量适度，避免员工长期超负荷工作
  - 反歧视与包容文化：营造多元包容的工作环境，并制定反歧视政策保障员工权益

- Our investment in resources to bolster employee well-being allows us to provide:
- A culture of helping others, with seniors available to address concerns or questions.
  - Flexible arrangement and support for employees with disabilities, illnesses or challenging personal circumstances.
  - Flexible Work Arrangements: We offer flexible hours, and part-time work to support work-life balance and reduce stress.
  - Workload and Workload Management: We always ensure that workloads are reasonable, and employees are not consistently overburdened.
  - Anti-discrimination and Inclusivity: We promote inclusivity and diversity within the organisation and have clear anti-discrimination policies in place to support all employees.







# 社会贡献 SOCIAL CONTRIBUTIONS



务腾的物物交换市集是香港办事处于2023年推出的内部企划。该倡议鼓励全体员工将家中至少八成新且功能完好的物品带至办公室，在这个市集中可以将有用或有价值的物品进行互换。在2024年的活动中，我们成功实现了46%的物品交换率，既减少了废弃物，又在办公室内推广了可持续发展理念，同时为所有参与者带来了愉快体验。

WT Barter Market is an in-house initiative by the Hong Kong office in 2023. The idea was to encourage all staff to bring home items that are at least 80% new and 100% functional to the office for exchanging with other items they might find useful or valuable in the 'market'. In the 2024 event, we successfully exchanged over 46% of the items, reduced waste and promoted sustainability within the office while providing an enjoyable experience for everyone involved.



务腾始终致力于提升团队凝聚力，并创造积极社会影响，因此我们主要在办公时间组织慈善活动，以鼓励员工积极参与。

WT is committed to increasing team spirit and making a positive impact on society, so we provide opportunities to participate in charity activities mostly during business hours to incentivise participation.





# 平等与多样性 EQUALITY & DIVERSITY

务腾是一家提供平等机会的雇主，我们制定并严格执行《平等机会政策》，致力于在工作场所及社会各层面推动平等与多元共融。在雇佣关系的所有环节中，杜绝基于性别、怀孕、种族、国籍、残疾、民族血统、宗教信仰、年龄、性取向或家庭状况的任何歧视行为。

务腾致力确保所有求职者及员工在招聘选拔、录用晋升、薪酬福利、职业发展决策等雇佣关系的各个环节获得公平对待。我们同时要求合作招聘机构必须严格遵守《平等机会政策》的规定。

所有新员工将在入职培训时获知公司《平等机会及多元共融政策》，重点强调该政策内容，确保员工充分知悉并理解相关政策要求。

- 政策 - 确保平等、多元与共融（EDI）政策与行业标准保持一致
- 招聘 - 分析现行策略，评估如何吸引更多元化的申请者加入WT
- 培训 - 为各级别在职员工提供培训
- 职业发展 - 着力优化性别与种族比例平衡

WT is an Equal Opportunities Employer and has in place and enforces an Equal Opportunities Policy. WT is committed to promoting equality and diversity with respect to all aspects of employment in the workplace and in society and consequently seek not to disadvantage people on the basis of gender, pregnancy, race, nationality, disability, ethnic and national origin, religious belief, age, sexual orientation or family status.

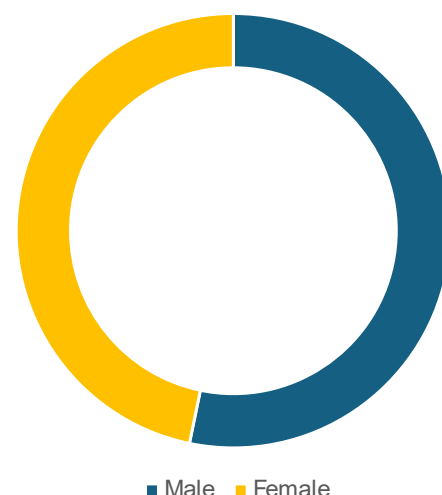
WT aim to ensure that all job applicants and employees receive fair treatment in relation to recruitment and selection, hiring, promotion, compensation and benefits, employee development decisions, and all other terms and conditions of employment. WT also instructs recruitment agencies that they must comply with our Equal Opportunities Policy.

All new employees will be informed of the company's policy towards Equal Opportunities & Diversity at induction upon commencement of employment, when it will be stressed to ensure awareness and understanding of this policy.

- Policies – ensuring the alignment with industry standards in the context of EDI
- Recruitment – reviewing current strategies and assessing how the company can encourage more diverse applicants to look to join WT
- Training – for existing staff at all levels of the business
- Careers – looking at how we can look to further enhance our gender and ethnicity balance



Staff Ratio in WT HK & Macau



Staff Ratio in WT China (Mainland)



Staff Ratio in WT SEA







# 治理 GOVERNANCE

务腾的所有服务均严格遵循自1994年起实施的质量管理体系（QMS），该体系获得ISO 9001全面认证，通过成熟完善的操作流程确保所有专业服务都能实现卓越品质与最佳效益。我们高度重视环境、健康及信息安全，并已通过BS EN ISO 14001环境管理体系认证。我们的QMS完全符合ISO 9001标准要求，确保亚洲各办事处都能提供优质且一致的服务。ISO 14001认证支撑的环保文化使我们实现了关键资源消耗量的连年下降，同时通过专业服务，我们不断提升环保意识，为客户提供可持续建筑的建造及后续运营的全方位支持。

诚信是作为独立成本咨询公司的立业基础，始终是企业核心价值的重要支柱。我们致力于在业务流程中践行良好管治与内部控制，承诺实施的诚信政策标准不低于香港《建筑业诚信宪章2.0》范本要求，并确保至少安排一名高层管理人员每年接受平均不少于一小时的诚信培训。

我们承诺遵守香港环境及生态局颁布的《节能约章》，每年积极推动能源节约与能效提升工作。作为2024年《4T约章计划》的签署机构，我们制定了明确的节能目标及实施时间表，以有效监测和追踪执行进度。

作为亚洲风能协会与泰国风能协会的成员单位，我们致力于推动可再生能源发展：积极参与行业创新项目，加速可再生能源技术落地；建立跨区域知识共享平台，促进最佳实践交流；深化产业链协作，共同构建清洁低碳的能源新生态。

All WT's services are organised and delivered in accordance with our Quality Management System (QMS) which is fully accredited to QMS ISO 9001 and has been in operation since 1994 which ensures well established and proven procedures to manage and deliver the right quality and value for money for all our professional services. We also take environmental, health and safety and information security issues seriously and are accredited to BS EN ISO 14001 for Environmental Management. Our Quality Management System fully meets the requirements of ISO 9001 and ensures we can be relied upon to provide a quality and consistent service from all our offices in Asia. Our environmental culture is supported by certification to ISO 14001 which has achieved year-on-year reductions in the key resources we use. Our environmental awareness also enhances the support we provide clients in the construction and subsequent running of sustainable buildings through the delivery of our professional services.

Integrity stands tall as one of the fundamental pillars of our business as an independent cost consultant. At WT, we are committed to good governance and internal control in our business process and undertake to implement an integrity policy that is at least on par with or not inferior to the sample of the Construction Industry Integrity Charter 2.0 of Hong Kong; and arrange at least one senior management staff member to receive on average at least one hour of integrity training per year.

We are committed to the Energy Saving Charter by Hong Kong's Environment and Ecology Bureau, actively promoting energy conservation and efficiency annually. In 2024, as signatories of the 4T Charter Scheme, we established a specific energy-saving target with a clear timeline, enabling us to effectively monitor and track our progress.

We are member of the Asia Wind Energy Association and the Thai Wind Energy Association. We aim to contribute to the advancement of renewable energy initiatives, foster knowledge sharing, and engage in collaborative efforts towards a cleaner and greener energy landscape.

倡议  
INITIATIVES

反馈  
FEEDBACK

监测  
MONITORING





**务腾是一家屡获殊荣的国际性建筑成本及项目管理咨询公司。**

**WT PARTNERSHIP IS AN AWARD-WINNING INTERNATIONAL  
COST AND PROJECT MANAGEMENT CONSULTANCY PRACTICE.**

务腾的专业知识涵盖楼宇建设、建筑工程、基础建设，以及资产收购、运营及剥离的全过程咨询服务。

Our expertise covers the building, construction and infrastructure sectors, as well as consultancy services that assist with the acquisition, operation and divestment of assets.

依托亚洲、大洋洲、欧洲、北美等地专业团队的经验、知识与技术实力，我们为客户提供成本控制、价值优化及风险管理等全方位专业建议，助力实现最优商业成果。

WT draws on the collective experience, knowledge and capability of our professional staff in locations throughout Asia, Oceania, Europe and North America to provide our clients with the right advice on all aspects of cost, value and risk to assist in achieving optimum commercial outcomes.

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