

企業社會責任

CORPORATE SOCIAL RESPONSIBILITY



作為全港最具規模的慈善服務機構，東華三院除了為廣大市民提供適切的醫療衛生、教育、社會及公共服務外，還積極履行企業社會責任，推動環境保護及社會公益發展。在制訂政策及推行服務時，本院亦會充分考慮公眾利益，照顧大眾所需，以達致构建和谐社會的目標。

TWGHs is a well-established charitable organisation in Hong Kong, providing a wide range of medical and health, education, community and traditional services for the general public. The Group undertakes its corporate social responsibility by promoting environmental protection and community welfare development, incorporating public interest in its policies and services, and fulfilling the diverse needs of the people in Hong Kong, with a view to building a harmonious society.

綠色機構活動 Green Organisation Campaigns

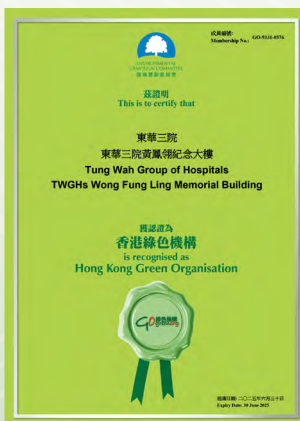
綠色機構

作為一間綠色機構，東華三院承諾全力履行企業社會責任，在醫療衛生、教育、社會及公共服務各方面的運作上全面推行環境政策。東華三院於2009年成為環境及自然保育基金（環保基金）的首個非政府機構綠色伙伴，為業界樹立典範，令更多非政府機構加入綠色伙伴行列。

東華三院行政總部是本院的綠色典範，一向積極推行各項環保措施，因而榮獲由環境運動委員會、環境保護署及9間機構聯合頒授的「香港綠色機構認證」，表揚東華三院在綠色管理和推行環保措施上的卓越成就，以及在環保方面所作出的貢獻及承諾。此外，東華三院行政總部已實施 ISO 14001:2015 環境管理體系和 ISO 50001:2018 能源管理體系，以實踐對環境保護的承諾及持續改進。

東華三院行政總部獲頒
「香港綠色機構認證」證書

"Hong Kong Green Organisation" Certificate
awarded to the TWGHs Administration
Headquarters



Green Organisation

As a green organisation, TWGHs is committed to fulfilling its social responsibilities and pursuing full implementation of environmental policy in its medical and health, education, community and traditional services. TWGHs became the first non-governmental organisation (NGO) green partner in the Environment and Conservation Fund (ECF) in 2009. The recognition made TWGHs an exemplary role model in the field, which has since inspired more NGOs to enroll as green partners.

The TWGHs Administration Headquarters, as the TWGHs green role model, has been implementing comprehensive green initiatives for years. The Administration Headquarters was recognised with a "Hong Kong Green Organisation Certification" issued by the Environmental Campaign Committee, the Environmental Protection Department and 9 organisations for TWGHs substantial achievements in green management and implementation of environmental practices on various fronts, as well as the Group's contribution and commitment of environmental protection. In addition, to put into practice the commitment of environmental protection and strive for ongoing improvement in environmental initiatives, the TWGHs Administration Headquarters has been implementing the ISO 14001:2015 environmental management system and the ISO 50001:2018 energy management system to carry out our commitment to environmental protection and improve our green initiatives on a sustainable basis.

環境管理架構

東華三院分別成立環境督導委員會及環境工作小組，指導機構的環境保護工作，並監測和審核機構環保工作的成效，查找改善空間，以及制訂未來的環境目標和指標。此外，各科/辦公室/部均設有一名綠色代表，負責向其部門全體員工宣揚綠色訊息。

環境政策

環境督導委員會已通過東華三院的環境政策。東華三院承諾：

- 在醫療衛生、教育、社會和公共服務各方面全面推行環保概念；
- 成為一個具環保意識和重視環境保育的非政府機構的先導者；
- 將環境保護納入東華三院的機構文化，並把機構的環境政策廣傳至工作人員、學生、服務受眾和業務合作伙伴；及
- 促進綠色生活，締造綠色香港。

環境策略

東華三院制訂了 7 項環境策略，包括綠色管治、環保教育、綠色採購、採用綠色能源、資源保育、減少污染和環保建築，以貫徹保護環境的目標。



綠色摘要

節能與環保建築

根據東華三院的碳審計分析數據，溫室氣體排放主要由購買的能源間接產生，而最有效減少碳排放的方法就是將舊電器更換成節能型。除了透過硬件減少碳足跡外，向下一代灌輸綠色建築的概念亦同樣重要，可使環境保護理念得以持續。

Environmental Management Structure

An Environmental Steering Committee and an Environmental Working Group have been set up to steer TWGHs efforts in environmental conservation, monitor and review the effectiveness of TWGHs environmental performance, identify areas for improvement, and formulate future environmental objectives and indicators. In addition, a green representative has been nominated in each Division/Office/Section to disseminate green messages to all staff members.

Environmental Policy

The TWGHs environmental policy has been defined and endorsed by the Environmental Steering Committee. TWGHs is committed to:

- pursuing a holistic environmental protection concept in its medical and health, education, community and traditional services;
- becoming a pioneer among NGOs in environmental consciousness and conservation;
- incorporating environmental protection into its corporate culture and promoting the TWGHs environmental policy to staff members, students, service users and business partners; and
- promoting green living and making a green Hong Kong.

Green Strategies

TWGHs has formulated 7 green strategies including green governance, green education, green procurement, go green on energy, conservation of resources, pollution reduction and green building, so as to pursue its green objectives.

Green Highlights

Energy Saving and Green Building

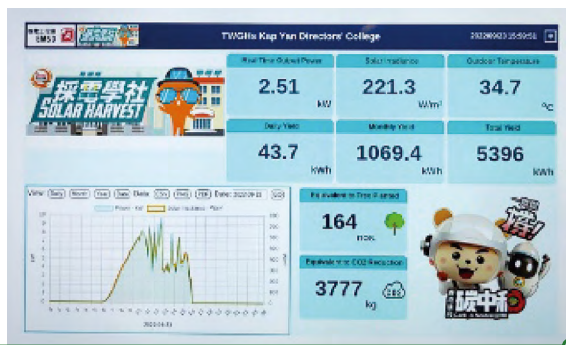
According to the carbon audit of TWGHs, indirect emissions from the generation of purchased energy were the major contributor of greenhouse gas emissions. Replacing old electrical appliances with energy saving types is the most effective way to reduce carbon emissions. In addition to reducing carbon footprint through hardware, it is equally important to instil the concept of green building to maintain the environmental protection mindset of the next generation.

採用綠色能源

機電工程署於2019年3月推出為期5年的「採電學社：學校及非政府福利機構太陽能支援計劃」（「採電學社」）。「採電學社」向合資格學校和非政府福利機構提供資助及相關的一站式服務，協助在其處所安裝小型太陽能光伏系統，並參加電力公司推行的「上網電價」計劃。東華三院作為一家綠色機構，其轄下服務單位積極參與此項計劃，以支持政府的綠色政策。本院共有48個服務單位／社會服務大樓已向機電工程署提交「採電學社」申請，其中38所學校及4幢社會服務大樓已成功安裝發電容量約10千瓦的小型太陽能光伏系統，並參加了電力公司的「可再生能源上網電價」計劃，以共同應對氣候變化，實現碳減排，建構低碳和更具氣候變化抵禦力的社會。



東華三院屬下學校安裝了不同設計的小型太陽能光伏系統，並在地下安裝了一個顯示屏幕，展示光伏系統的發電量，加強環保教育。Small-scale solar photovoltaic systems with different designs were installed at TWGHs schools. A display panel showing the generation of electricity by photovoltaic system was installed on the ground floor to enhance the environmental education.



溫室氣體減排

環保約章

東華三院積極推行環保措施，以減少碳足跡。本院屬下超過80個服務單位已簽署由環境及生態局及機電工程署推行的「節能約章2023」。

碳審計

自2013/2014年度起，東華三院已於屬下所有服務單位進行年度碳審計，以監測和量化東華三院的環保表現。本院制定了一套適用於不同服務類別的碳排放計算範本，讓各單位可自行計算碳排放。透過年度碳審計，服務單位可與不同年份及與相同服務類別單位的碳排放數據相互比較，如每樓面面積單位的碳排放量或員工的人均碳排放量等，然後找出可改善的地方。根據評估結果，本院於2021/2022年度的每樓面面積淨碳排放量與基準年相比，減少約百分之十九。為使參與單位了解碳審計的評估結果及分享減碳措施，物業科於2023年7月14日舉辦了2021/2022年度碳審計評估網上分享會。而2022/2023年度全院碳審計已於2023年7月展開，並於同日舉辦碳排放計算範本網上簡介會，介紹碳審計及如何使用碳排放計算範本。

Go Green on Energy

The Electrical and Mechanical Services Department (EMSD) launched the 5-year "Solar Harvest – Solar Energy Support Scheme for Schools and Welfare Non-Governmental Organisations (NGOs)" (Solar Harvest) in March 2019. The Solar Harvest provides subsidy and one-stop service to help eligible schools and welfare NGOs install small-scale solar photovoltaic systems and submit Feed-in Tariff (FiT) applications to power companies. As a green organisation, TWGHs service units have proactively participated in the Scheme in support of the Government's green policy. A total of 48 TWGHs service units/community service buildings submitted applications for Solar Harvest to EMSD, among which 38 schools and 4 community service buildings have successfully installed solar photovoltaic systems with a capacity of around 10 kW each. After which they joined the power company's "Renewable Energy FiT Scheme", to jointly combat climate change, achieve carbon reduction, and build a low-carbon economy which is more resilient to climate change.

Greenhouse Gas Reduction

Green Charter

TWGHs actively pursues environmental protection measures to reduce carbon footprint. Over 80 service units signed the "Energy Saving Charter 2023" jointly organised by the Environment and Ecology Bureau and the Electrical and Mechanical Services Department.

Carbon Audit

In order to monitor and quantify the overall environmental performance of TWGHs, all TWGHs service units have been required to conduct an annual carbon audit since 2013/2014. A set of tailor-made carbon calculation templates have been developed for different categories of service units. Through the annual carbon audit exercise, service units can compare their greenhouse gas emissions of different years, and ratio indicators such as carbon emissions per unit floor area or per staff member with similar types of service units, so as to identify any areas of improvement. According to the evaluation results, the net carbon emissions per floor area of TWGHs decreased by about 19% in 2021/2022 compared with the base year. An online sharing session on the carbon evaluation results for 2021/2022 was organised by the Property Division on 14 July 2023 for participating service units to explain the evaluation results of the carbon audit and share carbon reduction measures. The carbon audit for 2022/2023 was launched in July 2023 and an online briefing session on carbon audit and how to use the carbon calculation templates was held on the same day.

減少廢物

《2018 年廢物處置（都市固體廢物收費）（修訂）條例草案》已於 2021 年 8 月 26 日獲立法會通過。條例草案通過後以最少 18 個月的「準備期」為基本安排，讓政府和市民大眾為落實都市固體廢物收費做好準備。環保基金自 2015 年起，資助非牟利機構及團體在不同類別的處所舉辦社區參與項目，在實際環境下試行廢物收費。自環保基金推出資助計劃以來，本院共有超過 30 個服務單位完成都市固體廢物收費試驗項目。

於 2023/2024 年度，本院獲得環保基金撥款新項目，現正在 3 所學校及 3 座單幢式住宅樓宇進行固體廢物收費測試，推動學生及單幢式住戶參與分類回收和減廢，目標參與人數為 3,000 人，目標減廢量為百分之三至五，積極配合政府 2035 年「零廢堆填」的目標。

Waste Reduction

The Waste Disposal (Charging for Municipal Solid Waste) (Amendment) Bill 2018 was passed by the Legislative Council on 26 August 2021. After the passage of the Bill, there was a preparatory period of at least 18 months as a basic arrangement for the Government and members of the public to prepare for the implementation of Municipal Solid Waste (MSW) charging. Environment Conservation Fund (ECF) set up a funding scheme for non-profit organisations in 2015 to carry out Community Involvement Projects (CIPs) on different types of premises as a pilot scheme of MSW charging and to prepare for implementation of quantity-based MSW charging in Hong Kong. A total of more than 30 TWGHs service units had completed the Programme since the launch of the funding scheme under ECF.

In 2023/2024, TWGHs received a new environmental funding from ECF. The Group has conducted the Municipal Solid Waste Charging Scheme Trial Programme at 3 schools and 3 single block residential buildings, with a target number of participants at 3,000 people and a goal of waste reduction at 3% to 5%, to drive material reuse and waste reduction. This is part of the Group's proactive response to the Government's goal of "Zero Landfill" by 2035.



本院於屬下 3 所學校及 3 座單幢式住宅樓宇推行都市固體廢物收費試驗項目。

A trial programme on MSW Charging was implemented at 3 schools and 3 single-block residential buildings of TWGHs.

營運「綠在天后」

東華三院於 2022 年獲環境保護署批出「設立和營運回收便利點（第一期後續合約）」（灣仔區），並於 2023 年 4 月接手營運「綠在天后」回收便利點，加強支援公眾實踐減廢回收，讓綠色生活紮根社區。另外，本院亦將舉辦多項環保教育及宣傳活動，從多角度把綠色生活文化注入社區。

Operation of "Green@Tin Hau"

Subsequent to the award of the "Provision of Services for Setting Up and Operation of Recycling Stores (Phase 1 Follow-on Contracts)" (Wan Chai District) by the Environmental Protection Department in 2022, TWGHs took over the operation of "Green@Tin Hau" recycling store in April 2023 to strengthen the support for the public to reduce waste and practise recycling, so that green living could take root in the community. In addition to that, a wide variety of environmental education and promotional activities will be held to develop green living culture across the community from various perspectives.



東華三院接手營運「綠在天后」回收便利點。
TWGHs took over the operation of "Green@Tin Hau" recycling store.

重新校驗約章計劃

東華三院今年度首次參與中華電力有限公司的「重新校驗約章計劃」，成功獲撥款 261,000 元，資助東華三院萬國殯儀館改善中央送風機系統，以提升舒適度及減少空調用電。此外，本院亦獲香港電燈有限公司「智惜用電樓宇基金」撥款 475,000 元，資助本院百年大樓 1 座及永祥大廈更換新一代智能電梯設備，在符合法規安全性及改善穩定度的同時，亦節省能源及減少碳排放。

員工綠色活動

有機農夫體驗活動

東華三院積極透過培訓及舉辦環保活動，以提高員工的環保意識和綠色生活概念。自 2012 年起，東華三院行政總部的綠化天台設有有機耕作園地，並舉辦有機農夫體驗活動。本年度招募了 36 名員工成為有機農夫，一同參與有機耕作。活動結束後，參加者記錄其耕作心得及時令蔬果種植期的建議，並結集成《有機耕作經驗分享摘錄》，與新參加者分享有機耕作的知識。透過這個平台，參加者可與同事、家人和朋友分享農作物，推廣珍惜食物資源及綠色生活。



綠化天台種有多款有機農作物。
The green roof is planted with different types of organic produce.

Retro-commissioning Charter Programme

TWGHs participated for the first time in the "Retro-commissioning Charter Programme" of CLP Power Hong Kong Limited this year, and received a grant of \$261,000 to subsidise the improvement of its air handling unit system at TWGHs International Funeral Parlour, for the purpose of enhancing comfort and reducing the power consumption of its air-conditioning system. Meanwhile, TWGHs received a grant of \$475,000 from the "Smart Power Building Fund" of Hong Kong Electric Company Limited to subsidise the replacement of elevators at Centenary Mansion - Block 1 and Wing Cheung Mansion of the Group, for the purpose of meeting the latest safety requirements and enhancing their stability, as well as reducing energy consumption and carbon emissions.

Green Campaigns for Staff Members

Organic Farmer Programme

TWGHs organised various green trainings and activities for staff members to enhance their environmental awareness and promote green living. The green roof of the TWGHs Administration Headquarters has been used for organic farming since 2012, along with the launch of the Organic Farmer Programme. A total of 36 staff members enrolled as organic farmers in 2023/2024. Upon the end of the Programme, participants compiled an *Organic Farming Experience Sharing* to record and share with new joiners their farming tips and suggestions on growing seasonal fruits and vegetables. Through this platform, they were able to share their crops with their colleagues, family members and friends to promote cherishing of food resources and green living.

醫院綠色活動

東華醫院

東華醫院今年繼續推行各種物品的回收計劃，包括舊衣服、電池、月餅盒、利是封及不同類型的廢物。此外，為了減少不必要的塑膠垃圾，醫院於每座入口處放置雨傘除水器，並於醫院內宣傳「無塑膠飲管辦公室」，同時停售自動售賣機的樽裝水及安裝太陽能滅蚊機。醫院每年亦進行樹木檢查及參與「無冷氣夜」等，為紓緩全球暖化出一分力。

廣華醫院

廣華醫院將環保視為重要的社會責任，一直致力於推動環保文化、宣揚環保理念及推廣可持續發展，將環境保護納入醫院的日常運作和策略之中，為員工及社會大眾提供更健康和可持續的醫療環境，朝綠色醫療邁進。廣華醫院新大樓於 2023 年落成啟用，為響應環保及節約能源，

Green Campaigns in Hospitals

Tung Wah Hospital

Tung Wah Hospital continued to organise its recycling programme, covering used clothes, rechargeable batteries, moon-cake boxes, red packets, and other waste materials, throughout the year. The Hospital also had umbrella dryers placed at its building entrances, promoted "NO Straw at Offices", stopped selling bottled water in all vending machines, and installed solar mosquito machines to reduce unnecessary plastic disposal. Meanwhile, the Hospital continued to conduct an annual tree inspection and participate in "No Air Con Night" as part of its contribution to relieving global warming.

Kwong Wah Hospital

For years, Kwong Wah Hospital has incorporated environmental protection as an important element of social responsibility. Committed to promoting green efforts and sustainability, the Hospital has included green efforts in daily operations and planned for a better medical environment for staff and the public. Meanwhile, the Hospital has implemented various environmental protection measures to create a green environment. The new building of Kwong Wah Hospital was commissioned in 2023. Striving for environmental

新大樓首次加入「地球一小時」活動，關上新大樓外牆燈光以響應活動。

東華東院

東華東院於 2023 年 12 月進行一年一度的「碳審計」，分析日常院務運作的碳排放對大氣層溫室效應的影響，以提供數據作能源使用分析，供院方評估能源效益及制定長遠的能源管理策略。

東華三院黃大仙醫院

東華三院黃大仙醫院一直十分支持各項社區環保活動，推行環保措施，以提升員工的環保意識。於 2023/2024 年度，東華三院黃大仙醫院參加「無冷氣夜」活動，關閉行政辦公室的空調，並鼓勵員工在家中參與活動，進一步降低城市能源消耗。醫院又參加「地球一小時」環保運動，於活動期間關閉行政辦公室的非必要照明系統，藉此鼓勵員工珍惜地球資源，實踐低碳生活，為地球的可持續發展出一分力。

東華三院馮堯敬醫院

東華三院馮堯敬醫院繼續落實各項節省能源措施及積極參與各項環境保護活動，包括設置收集點妥善處理廢棄燈管、鋁罐、膠樽、廢紙等。醫院亦設置了環保告示板張貼「環保智慧小常識」，並於各電燈及冷氣機的開關掣貼上節省能源告示，以加強員工的節能意識。醫院亦定期邀請認可樹藝師進行樹林評估及保養。醫院於 2023 年 6 月進行「碳審計」評估，以量度醫院在過去 3 年日常運作中產生的溫室氣體排放量。

另外，所有設置於醫院的機電設備均符合能源效率實踐守則；醫院亦適時更換現代化及高效能的建築設備，以達至節能效果。醫院又參與「地球一小時」及邀請「綠在區區」代表舉辦環保「減廢 3Rs」講座，以加強員工的環保意識。醫院亦重新規劃多項環保推廣活動，為未來制定中、短、長線環保計劃，主要圍繞節省能源、節省用紙、低碳醫院及樹木保育四大範疇，以達致長遠環保目標。

環保成就及獎項

東華三院多年來積極推行「綠色機構活動」，於醫療衛生、教育、社會及公共服務各環節的運作全面推行環境保護政策，是業界的綠色典範，年內更在多個環保範疇榮獲多個獎項，詳情請參閱「獎項及殊榮」一章。

protection and energy conservation, the building participated in "Earth Hour" for the first time. All the exterior lights of the new building were turned off in response to the event.

Tung Wah Eastern Hospital

Tung Wah Eastern Hospital conducted the annual "Carbon Audit" in December 2023 to evaluate the impact of greenhouse effect caused by carbon emission during daily operation. The audit result provided a baseline for the Hospital to evaluate its energy efficiency while serving as a blueprint for developing future energy management strategies.

TWGHs Wong Tai Sin Hospital

TWGHs Wong Tai Sin Hospital pledged its full support to various green activities in the community and implemented green initiatives to enhance environmental protection awareness among its staff members. The Hospital participated in the "No Air Con Night" in 2023/2024 and turned off the air conditioners at the administration office, and encouraged staff members to join the campaign at home to further reduce energy consumption in the city. The Hospital also participated in the "Earth Hour" environmental movement by switching off non-essential lights in the administration office during the campaign to encourage staff members to treasure the earth's resources and practise low-carbon living while contributing to sustainable development of our planet.

TWGHs Fung Yiu King Hospital

TWGHs Fung Yiu King Hospital continued to implement various energy saving initiatives and actively participated in various green campaigns, such as setting up collection points for fluorescent lamps, aluminium cans, plastic bottles and waste paper for recycling. The Hospital installed a notice board for disseminating information about environmental protection, and placed energy-saving labels on the switches of non-essential lighting and air-conditioners to raise the awareness of environmental protection among staff members. Moreover, regular tree assessment and maintenance by certified arborists was carried out in the Hospital. A "Carbon Audit" was conducted in June 2023 to evaluate the level of greenhouse gas released during operations over the past 3 years.

In addition, all building service installations complied with the Code of Practice for Energy Efficiency. Building energy efficiency retrofits involved replacing aged facilities with upgraded equipment that offered higher efficiency. The Hospital also participated in the "Earth Hour" and invited representatives from "GREEN@COMMUNITY" to organise a seminar to enhance staff's awareness of environmental protection. After revisiting a number of green initiatives, the Hospital drew up short-, medium- and long-term plans in 4 categories, including reduction of energy consumption, reduction of paper usage, being a carbon-less hospital and conservation of trees, to achieve long-term environmental objectives.

Green Accomplishments and Awards

TWGHs has become a green role model for NGOs since the implementation of the "Green Organisation Campaigns" in the Group's medical and health, education, community and traditional services, winning a string of awards during the year. Details are set out in the chapter of "Awards and Honours".

加強跨界別合作推動企業義工

東華三院以「凝聚社會資本・服務社群」為宗旨，積極推動各政府部門、工商企業及專業團體參與義工服務。

「商界展關懷」及「同心展關懷」 2023/2024

為感謝合作伙伴的支持，東華三院提名以下企業及專業團體成功獲得香港社會服務聯會主辦的「『商界展關懷』標誌及『同心展關懷』」標誌(2023/2024)。有關提名名單表列如下(以英文名稱排序)：

屈臣氏實業	A.S. Watson Industries
利駿設計規劃有限公司	AL Design & Associates Limited
Ark Garden Limited	Ark Garden Limited
亞洲金融集團(控股)有限公司	Asia Financial Holdings Limited
亞洲保險有限公司	Asia Insurance Company Limited
聯誼工程有限公司	Associated Engineers, Limited
中國銀行(香港)	Bank of China (Hong Kong)
東莞銀行股份有限公司 - 香港分行	Bank of Dongguan Company Limited - Hong Kong Branch
初心慈善基金有限公司	Beginning Mind Charity Fund Limited
碧瑤綠色集團有限公司	Baguio Green Group Limited
百麗時尚集團	Belle Fashion Group
百麗國際控股有限公司	Belle International Holdings Limited
百麗環球(人才管理)有限公司	Belle Worldwide (Talent Management) Limited
Binery Limited	Binery Limited
佳飛有限公司	Carthy Limited
前茂企業	Cemma Enterprise Company Limited
祥記馮祥建築有限公司	Cheung Kee Fung Cheung Construction Company Limited
華潤五豐國際分銷有限公司	China Resources Ng Fung International Distribution Company Limited
OK 便利店有限公司	Circle K Convenience Stores (HK) Limited
花旗集團	Citi
時鮮果汁國際	Citrus Growers International
土木工程拓展署	Civil Engineering and Development Department

Strengthening Partnerships with Different Sectors and Promoting Corporate Volunteering

To capitalise on community resources and serve the greater community, TWGHs actively promotes volunteer services in government departments, corporations and professional bodies.

"Caring Company" and "Caring Organisation" 2023/2024

TWGHs successfully nominated the following corporations and professional organisations in clinching the "Caring Company" Logo and "Caring Organisation" Logo (2023/2024) conferred by the Hong Kong Council of Social Service, in recognition of their long-term support to TWGHs. A list of nominees is as follows (in alphabetical order):

長江和記實業有限公司	CK Hutchison Holdings Limited
香港老爺車會	Classic Car Club of Hong Kong (1989) Limited
中華電力有限公司	CLP Power Hong Kong Limited
建造業議會	Construction Industry Council
金寶慈善基金有限公司	Contempo Charity Foundation Limited
金寶洋行有限公司	Contempo Limited
大昌行集團有限公司	Dah Chong Hong Holdings Limited
大華皮革貿易有限公司	Dah Hwa Leather & Trading Company Limited
星展銀行(香港)有限公司	DBS Bank (Hong Kong) Limited
香港直銷協會	Direct Selling Association of Hong Kong Limited
第一線有限公司	Diyixian.com Limited
旭日物業管理有限公司	E. Lite Property Management Limited
英皇酒店管理有限公司	Emperor Hotel Management Limited
生活易	ESD Services Limited
豐盛生活服務有限公司	FSE Lifestyle Services Limited
賦誠再保險有限公司	FuSure Reinsurance Company Limited
金門建築有限公司	Gammon Construction Limited
結好金融集團有限公司	Get Nice Financial Group Limited
結好控股有限公司	Get Nice Holdings Limited
高盛(亞洲)有限責任公司	Goldman Sachs (Asia) L.L.C.
恒益物業管理有限公司(恒基兆業地產集團成員公司)	Hang Yick Properties Management Limited (A Member of Henderson Land Group)

協興建築	Hip Hing Construction	保誠保險有限公司	Prudential Hong Kong Limited
協興工程有限公司	Hip Hing Engineering Company Limited	中港混凝土有限公司	Redland Concrete Limited
香港興業國際集團有限公司	HKR International Limited	仁和專業護理服務有限公司	Renhe Professional Nursing Services Limited
香港電訊有限公司	HKT Limited	順豐速運(香港)有限公司	S.F. Express (Hong Kong) Limited
香港教育圖書有限公司	Hong Kong Educational Publishing Company Limited	聖安娜餅屋有限公司	Saint Honore Cake Shop Limited
香港總商會	Hong Kong General Chamber of Commerce	沙皇實業有限公司	Sanda King Industries Limited
香島園藝有限公司	Hong Kong Island Landscape Company Limited	證券及期貨事務監察委員會	Securities and Futures Commission
陽明山莊管理有限公司	Hong Kong Parkview Management Services Limited	順昌電器工程有限公司	Shun Cheong Electrical Engineering Company Limited
和記旅遊有限公司	Hutchison Travel Limited	順昌貿易發展有限公司	Shun Cheong Trade and Development Company Limited
香港沙田凱悅酒店	Hyatt Regency Hong Kong, Sha Tin	信和集團	Sino Group
保險業監管局	Insurance Authority	SMCP Asia Limited	SMCP Asia Limited
國際中醫暨綜合自然療法學會有限公司	International Chinese Medicine and Integrative Manual Therapy Association Limited	中醫學術促進會有限公司	Society for the Promotion of Chinese Traditional Medical Science Limited
國際斯佳美容協會	International CICA Association of Esthetics	註冊財務策劃師協會	Society of Registered Financial Planners
葉志成慈善基金有限公司	Ip Chi Shing Charitable Foundation Limited	實德金融集團有限公司	Success Finance Group Limited
德昌電機工業製造廠有限公司	Johnson Electric Industrial Manufactory Limited	新中物業管理有限公司	Sun Chung Property Management Company Limited
富喬鑫資本集團有限公司	JMC Capital Group Limited	香港東電化有限公司	TDK Hongkong Company Limited
嘉華國際集團有限公司	K. Wah International Holdings Limited	電視廣播有限公司	Television Broadcasts Limited
健和醫療保健有限公司	Kinwood Healthcare Limited	香港中華煤氣有限公司	The Hong Kong and China Gas Company Limited
僑樂服務管理有限公司	Kiu Lok Service Management Company Limited	香港財務顧問協會	The Hong Kong Association of Financial Advisors Limited
萊坊測量師行有限公司	Knight Frank Petty Limited	九龍巴士(一九三三)有限公司	The Kowloon Motor Bus Company (1933) Limited
廣華醫院	Kwong Wah Hospital	東華東院	Tung Wah Eastern Hospital
李錦記有限公司	Lee Kum Kee Company Limited	東華三院黃大仙醫院	TWGHs Wong Tai Sin Hospital
六福金融服務有限公司	Luk Fook Financial Services Limited	UL International Limited	UL International Limited
盧森堡大藥廠有限公司	Luxembourg Medicine Company Limited	優力勝邦檢測服務(香港)有限公司	UL VS Hong Kong Limited
瑪貝爾鑽飾有限公司	MaBelle Jewellery Company Limited	惠保(香港)有限公司	Vibro (H.K.) Limited
麥文記麵家	Mak Man Kee Noodle Shop	惠保建築有限公司	Vibro Construction Company Limited
宏利人壽保險(國際)有限公司	Manulife (International) Limited	位元堂藥廠有限公司	Wai Yuen Tong Medicine Company Limited
明德國際醫院	Matilda International Hospital	屈臣氏蒸餾水	Watsons Water
維博心理醫學中心	Mind Pro Psychological Medicine Centre	威高冷氣工程有限公司	Westco Airconditioning Limited
南旋集團有限公司	Nameson Group Limited	威高建業有限公司	Westco Chinney Limited
南洋商業銀行	Nanyang Commercial Bank Limited	王氏港建旅遊有限公司	WKK Travel Limited
Omni Beauty Retailing Limited	Omni Beauty Retailing Limited	王氏港建集團有限公司	Wong's Kong King Holdings Limited
品誠梅森律師事務所	Pinsent Masons		
先鋒電子(香港)有限公司	Pioneer (HK) Limited		

東華三院義工隊

東華三院多年來致力推動關愛文化，積極鼓勵員工及其家人參與義工服務。本年度，東華三院董事局成員及家屬積極參與多項有意義的義工活動，關懷社區不同群體。其中，他們特別在端午節期間，探訪獨居長者，送上親手包裹的端午糰子。此外，又於 2023 年 9 月與華潤隆地有限公司義工團隊攜手合作，走訪深水埗區的劏房戶，與居民建立密切聯繫。

此外，東華三院義工隊今年還舉辦了貓舍義工體驗活動，由義工協助清潔場地及照顧被遺棄的貓隻；另外，亦舉辦了海岸清潔活動，安排義工協助清理海岸垃圾，保護海洋環境。



韋浩文主席(左)與蘇祐安行政總監(右)為老友記預備精美飯盒。
Mr. WAI Ho Man, Herman (left), the Chairman, and Mr. SU Yau On, Albert (right), Chief Executive, prepared meal boxes for the elderly.



東華三院董事局成員及親友參與義工探訪活動，體現關愛精神。
TWGHs Board Members and their family members participated in voluntary services, as a manifestation of their caring spirit.

為進一步培養員工服務社群的關愛文化，鼓勵他們帶同家屬積極參與義工服務，人力資源委員會於 2014 年通過設立「員工義工服務獎勵計劃」，並設有 4 個獎項，分別為「最新『義』人獎」、「最高『義』數獎」、「最『義』家庭參與獎」及「最『義』推薦人獎」，以嘉許表現優秀的義工。

TWGHs Volunteer Team

Over the years, TWGHs has been fostering a culture of care, and proactively encouraging its staff members and their family members to participate in volunteer services. This year, TWGHs Board Members and their families engaged in numerous meaningful volunteer services to care for various groups in the community. At the Dragon Boat Festival, they visited the elderly living alone to deliver hand-wrapped rice dumplings. In September 2023, the Board Members collaborated with the volunteer team of China Resources Longdation Company Limited to reach out to subdivided units in Shamshuipo District and build close ties with the residents.

Plus, the TWGHs Volunteer Team organised visits to a shelter for abandoned cats, where volunteers helped to clean the premises and take care of the furry animals. Furthermore, a coastal clean-up activity was organised for volunteers to help to clean up the coastal garbage for protecting the marine environment.



韋浩文主席(前排中)、華潤隆地有限公司張偉董事總經理(後排右一)與蘇祐安行政總監(前排右一)探訪有需要的家庭，送上節日祝福。

Mr. WAI Ho Man, Herman (front row, centre), the Chairman, Mr. ZHANG Wei (back row, right 1), Managing Director of China Resources Longdation Company Limited, and Mr. SU Yau On, Albert (front row, right 1), Chief Executive, visited the families in need with festival blessings.



貓舍義工體驗活動
Volunteer Experience at the Cat Shelter

To foster the culture of caring and serving the community and encourage more staff members and their family members to actively participate in voluntary work, the Human Resources Committee approved the establishment of the "Staff Voluntary Service Incentive Scheme" in 2014 with 4 award categories, namely "First-time Volunteer", "Staff with the Highest Service Hours", "Family with the Highest Service Hours" and "Most Effective Referrer" as a recognition of outstanding volunteers.

東華三院文物館義工團隊

東華三院文物館義工團隊自 2006 年成立，去年累積了 1,740 小時的服務時數。義工團隊主要協助文物館把館藏照片、剪報和歷史檔案數碼化，為歷史檔案進行簡單的修復，及為東華義莊文獻進行登記。



東華三院文物館義工團隊
Volunteer Work Force of Tung Wah Museum

Tung Wah Museum Volunteer Work Force

Formed in 2006, the Volunteer Work Force of Tung Wah Museum rendered a total of 1,740 hours of volunteer service last year. The Work Force mainly assisted in digitising photos, news clippings and historical records, carrying out simple restoration work for historical documents, and performing data entry for Tung Wah Coffin Home archives.

醫院義工服務

廣華醫院

頒發嘉許狀予獲獎義工

廣華醫院健康促進中心多年來統籌院內各病人互助小組及不同部門的義工服務，並舉辦義工核心課程，培訓義工。又與區內長者地區中心和長者鄰舍中心聯繫，招募長者義工。廣華醫院義工服務於 2023 年 6 月起回復正常，義工繼續在醫院多個部門提供服務，而院牧義工亦由 2023 年 10 月開始探訪住院病人。鑑於 2019 冠狀病毒疫情影響，今年度的義工嘉許禮未能舉行，但中心仍向獲獎的 112 位義工頒發感謝狀、禮物及禮券，以感謝他們的貢獻。

「指路明燈」廣華新大樓義工

廣華醫院健康促進中心招募了 40 多位義工，2023 年 4 至 9 月期間在新醫院大樓指引病人及家人前往各部門的路線，並於 10 月起將服務恆常化。中心為感謝各「引路」義工，特別舉辦了「義工感謝分享會」，並致送禮物以表心意。

Hospitals Volunteer Services

Kwong Wah Hospital

Certificate Presentation to Awarded Volunteers

Over the years, the Kwong Wah Hospital Health Promotion Centre has been coordinating the volunteer services of various patient support groups and different hospital departments. The Centre also ran volunteer care courses for volunteers, and liaised with district elderly community centres and neighbourhood elderly centres in the region to recruit elderly volunteers. Given that the volunteer services of the Hospital resumed normal in June 2023, volunteers continued to provide services in various departments. The chaplaincy also started visiting inpatients from October 2023 onwards. In view of the COVID-19 pandemic, this year's annual Volunteer Recognition Award Programme could not be held as usual. That said, the Centre presented appreciation certificates, gifts and gift coupons to 112 volunteers as a token of thanks for their contributions.

Way-finding Service in Kwong Wah Hospital

The Kwong Wah Hospital Health Promotion Centre recruited more than 40 volunteers to guide patients and their families to various departments in the new hospital building from April to September 2023. After that, this service became a regular one from October 2023 onwards. To express its gratitude for their efforts, the Centre organised a gathering for the volunteers to share their experience, and presented them with gifts as a token of appreciation.

東華東院

東東暑期義工 Sum 造服務計劃

東華東院於 2023 年 7 至 8 月舉辦「東東暑期義工 Sum 造服務計劃」，為病人提供義工服務，並於 2023 年 8 月 10 日舉行暑期義工畢業禮。

「中秋彩燈共嬋娟 醫護院友同慶祝」活動

東華東院於中秋節前夕，為院友送上傳統月餅，又為有吞嚥困難的院友提供「軟餐月餅」，在東華三院董事局及義工的支持下，醫院為院友準備中秋禮物包，送上溫暖。醫院亦為員工舉辦「線上猜燈謎遊戲」，不論院友及員工均有一個難忘的中秋節。



Tung Wah Eastern Hospital

Summer Volunteer Programme 2023

A summer volunteer programme was run by Tung Wah Eastern Hospital from July to August 2023 to offer volunteer services to patients. The graduation ceremony was held on 10 August 2023.

Mid-Autumn Festival Celebration Activities for Patients and Staff

Tung Wah Eastern Hospital provided all inpatients with traditional mooncakes on the eve of the Mid-Autumn Festival, and for patients with dysphagia, there were also "soft-meal mooncakes" specially prepared for them. With the support from the TWGHs Board of

Directors and volunteers, the Hospital distributed Mid-Autumn Festival gift packages to all inpatients for festive joy and warmth. An online "Lantern Riddles" game was also organised for staff members, which made the Mid-Autumn Festival a memorable one for both inpatients and staff.

病人正在享受「軟餐月餅」。
A patient was enjoying the "soft-meal mooncake".

東華三院黃大仙醫院

義工探訪陪伴計劃（預防跌倒）

東華三院黃大仙醫院陳淨錦病人資源中心與復康醫療護理部自本年度7月起合辦「義工探訪陪伴計劃（預防跌倒）」活動，讓義工關懷腦退化並有跌倒風險的復康病房病人。義工為病人進行現實導向訓練、讀報及分享防跌知識，病人感受義工關懷之餘，同時也學到實用的防跌知識。

中秋遊樂會

東華三院黃大仙醫院陳淨錦病人資源中心和紓緩治療病房合作舉辦「中秋遊樂會」活動，讓義工、病房職員、家人和病友一起唱歌、玩懷舊攤位遊戲、猜燈謎，欣賞魔術表演、吃月餅和合照，病人從中感受節日氣氛及關懷。

東華三院馮堯敬醫院

「療」愉樂相伴義工探訪服務

東華三院馮堯敬醫院長者健康資源中心以多元感官活動為病人帶來生活趣味，安排義工以視像及實體方式探訪病人。其中，義工透過平板電腦介紹每月專題內容，以此作為媒介與病人開展對話及傳達關懷的訊息，讓他們感受到「我們並不孤單」。本年度合共舉辦了6次視像探訪及6次實體義工探訪。院友們對此服務大感興趣，樂於接受義工探訪，表現投入。一眾義工均認為此服務饒富意義，表示會繼續支持。

東華醫院及東華三院馮堯敬醫院

暑期義工大學堂 2023

東華醫院病人資源中心及東華三院馮堯敬醫院長者健康資源中心聯同醫院管理局港島西醫院聯網義工服務部及病人資源中心，於2023年7月至8月舉辦「暑期義工大學堂」，旨在招募及培訓學生義工和義工領導者成為「健康大使」。參加者在提供服務前需參與一系列的訓練工作坊，亦有專職同事帶領他們參加不同類型的義工活動。參加者表示計劃加深了他們對醫院服務及運作的認識，以及對義工服務的了解，而工作坊則提升了他們對健康的關注。透過探訪病友及協助推廣「HA Go」手機應用程式，參加者不但更明白病人的需要和感受，還提升了自己的人際溝通技巧。



TWGHs Wong Tai Sin Hospital

Volunteer Visit and Companionship Programme (Fall Prevention)

Since July 2023, the TWGHs Wong Tai Sin Hospital Patient Resource Centre and Department of Rehabilitation and Extended Care have been working together to launch a volunteer visit companionship programme focused on fall prevention. This programme aims to provide care and support for patients who suffer from brain degeneration and are at risk of falling. Volunteers offer reality orientation training, newspaper reading, and some tips on fall prevention. Patients not only feel the care of volunteers, but also learn some practical knowledge about fall prevention.

Mid-Autumn Carnival

TWGHs Wong Tai Sin Hospital Patient Resource Centre and the Palliative Care Ward co-organised the "Mid-Autumn Carnival". A joyful atmosphere filled the air, as volunteers, ward staff, family members, and patients gathered together singing songs, playing nostalgic booth games, solving lantern riddles, watching magic shows, sharing mooncakes, and taking group photos. The patients had a great time feeling loved in a festive ambience.

TWGHs Fung Yiu King Hospital

E-Visiting Service to Infirmary Patients by Volunteers

The Elderly Health Resources Centre of TWGHs Fung Yiu King Hospital had volunteers visit inpatients virtually and physically to make their lives fun via multi-sensory activities. In particular, volunteers introduced monthly thematic topics with a tablet as a medium to open dialogues with patients and convey care messages, making them feel that "we are not alone". A total of 6 virtual visits and 6 physical visits were made during the year. While the patients greatly appreciated the volunteers' care and love, the volunteers agreed unanimously that the service was indeed meaningful, and pledged their ongoing support.

Tung Wah Hospital and TWGHs Fung Yiu King Hospital

Healthy Summer School Programme 2023

Between July and August 2023, the Patient Resource Centre of Tung Wah Hospital and the Elderly Health Resources Centre of TWGHs Fung Yiu King Hospital joined hands with the Volunteer Service Units and Patient Resource Centre of the Hong Kong West Cluster of the Hospital Authority in running the "Healthy Summer School", aiming to recruit and train student volunteers and volunteer leaders to become "Health Ambassadors". Participants were required to attend a series of training workshops, and join different types of volunteer activities under the guidance of healthcare professionals. Participants found that the programme deepened their understanding of hospital services and operation as well as volunteer services, while the workshops raised their awareness of health. By visiting patients and helping to promote the "HA Go" mobile applications, the participants gained a better understanding of the patients' needs and feelings, and also enhanced their communication skills.

暑期義工擔任「HA Go 推廣大使」，設計及主持攤位遊戲，並向病人介紹程式使用方法及協助安裝。

As "HA Go Promotion Ambassadors", summer volunteers designed and manned game booths to promote the HA Go apps to patients and help them with installation.

協助弱勢社群 Social Inclusion for the Underprivileged

推動殘疾人士就業

東華三院自 2009 年起制定推動殘疾人士就業的企業政策，鼓勵屬下各服務單位採取適當步驟，盡可能在招聘及採用外判服務時，優先考慮殘疾人士的申請及僱有殘疾人士的供應商。根據 2023/2024 年度的統計數字，東華三院轄下各服務單位（醫院除外）共聘用了 181 名殘疾人士，佔整體實職僱員人數百分之一點九八，其中 166 名任職於社會服務單位，15 名受聘於學校及其他服務單位。在可行的情況下，東華三院行政總部及轄下服務單位均致力把日常外判服務，交由僱有殘疾人士的企業承辦。

Promoting the Employment of People with Disabilities

TWGHs has made it the Group's corporate policy to employ people with disabilities since 2009. All service centres/units are encouraged to implement reasonable procedures to give higher consideration in the recruitment process to applicants with disabilities, or outsourcing to operators who directly employ people with disabilities. A total of 181 disabled persons were employed by TWGHs (except hospitals) in 2023/2024, accounting for 1.98% of the Group's total number of substantive posts. Among them, 166 served in the community service units and 15 worked for schools and other service centres/units. For daily outsourced operations, the TWGHs Administration Headquarters and its service centres/units strive to outsource, whenever practicable, to business operators who employ people with disabilities.

關愛社區 Caring for the Community

支持「母乳育嬰齊和應」和「器官捐贈推廣」運動

東華三院一直致力推行家庭友善措施及響應社會上富有意義的計劃。自 2015 年起參與由聯合國兒童基金香港委員會主辦的「母乳育嬰齊和應」運動，支持推廣「母乳餵哺友善工作間」，不時發放相關資訊，鼓勵各科/辦公室/服務單位於工作間實施有利母乳餵哺政策。

此外，本院亦於 2016 年參加由食物及衛生局、衛生署、醫院管理局及器官捐贈推廣委員會合辦的「器官捐贈推廣運動」，並簽署推廣約章，成為其中一間支持機構。本院人力資源科透過「東華·家」Facebook 專頁及於迎新活動向員工宣傳相關訊息，鞏固本院家庭友善僱主的形象，並積極呼籲大眾及員工支持上述計劃。

Supporting the “Say Yes to Breastfeeding” and “Organ Donation Promotion” Campaigns

Committed to promoting family-friendly policies and responding to meaningful campaigns of the community, TWGHs signed up as one of the supporting organisations for the “Say Yes to Breastfeeding” Campaign organised by the Hong Kong Committee for UNICEF (UNICEF HK) in 2015, and supported the promotion of “Breastfeeding Friendly Workplace” by disseminating relevant information and encouraging the implementation of policies beneficial to breastfeeding at Divisions/Office/services units.

Meanwhile, TWGHs joined the “Organ Donation Promotion Campaign” co-organised by the Food and Health Bureau, the Department of Health, the Hospital Authority and the Committee on Promotion of Organ Donation, by signing the Organ Donation Promotion Charter in 2016 to become one of the supporting organisations. To further enhance the image of being a caring employer and to raise public awareness and support towards the Campaign, the Human Resources Division of the Group disseminated related messages through its staff Facebook page “Tung Wah +” and the induction programme for newly recruited staff.



人力資源科透過「東華·家」Facebook 專頁向員工宣傳母乳餵哺及器官捐贈訊息。

The Human Resources Division publicised the messages of breastfeeding and organ donation to staff members via staff Facebook page “Tung Wah +”.

提供職場實習機會

東華三院一向重視透過人才培育推動社會的可持續發展，積極承擔社會企業責任，為多間大專院校的學生提供與其學科相關的職場實習機會，並由東華三院的職場主管從旁給予指導。本院於2023/2024年度提供合共3,548個學生實習名額，分布於東華三院屬下不同的服務單位。

東華三院辦公室見習生協作計劃

自2014/2015年起，本院一直支持東華學院的學生實習計劃，故設立「東華三院辦公室見習生協作計劃」，為該學院參與工作體驗學習計劃的學位課程學生提供配合職場指導的在職實習機會。本院於2022/2023學年分別於6個科/辦公室提供12個臨時辦公室實習生職位[包括11位學士學位學生及1位高級文憑(心理學)學生]，實習期由2023年6月至7月或8月，每位實習學生均受薪，並於完成實習期後獲本院頒發獎狀。

香港浸會大學大專生實習計劃

本院自2010年起參與香港浸會大學市場學系的大專生實習計劃，為該學系的學生提供不同的實習機會，並與他們分享東華三院的慈善服務精神。2022/2023學年，本院獲香港浸會大學編配4名實習生，他們在完成計劃後，可獲得本院的實習津貼及獎狀。此外，本院由2020/2021起增設「人力資源行政事務實習生計劃」，為香港浸會大學主修人力資源管理的學士課程學生提供實習機會，並於2023/2024年度共聘任3位該系學生為人力資源行政事務實習生。每位實習學生均受薪，並於完成實習期後獲本院頒發獎狀。

青年護理服務啟航計劃

自2016/2017年至今，東華三院已連續第八年推行「青年護理服務啟航計劃」，為有志投身社福界護理工作的年輕人提供就業及培訓機會。本院於2023/2024年透過計劃聘用了19名員工，並派駐屬下安老及復康服務單位工作，為期24個月，期間員工須兼讀指定課程，而本院亦會為他們提供師友輔導和就業指導。

Providing Practicum Places

TWGHs has been committed to promoting sustainable development through the training and nurturing of talents. The Group demonstrates its corporate social responsibilities by providing students of tertiary institutions with on-the-job training opportunities in related disciplines under the guidance of on-site supervisors from TWGHs. In year 2023/2024, a total of 3,548 students were offered job placements in different service centres/units under TWGHs.

TWGHs Office Intern Support Scheme

Since 2014/2015, TWGHs has been supporting the internship programme of Tung Wah College (TWC) by launching the "Tung Wah Office Intern Support Scheme" to provide job opportunities with on-site mentorship to students from degree programmes under the Work-integrated Learning Programme (WILP) of the College. For the academic year 2022/2023, TWGHs appointed 12 TWC students (including 11 students under the WILP and 1 student under the Higher Diploma in Psychology) in 6 Divisions/Office from June to July or August 2023. Each student intern was paid a salary and received a Certificate of Appreciation from the Group upon completion of the internship.

Internship Programme with Hong Kong Baptist University

Since 2010, TWGHs has been a partner of the Internship Programme organised by the Department of Marketing of Hong Kong Baptist University (HKBU) to provide various internship opportunities for students of the Department and share with them our service spirit as a charity. For the academic year of 2022/2023, 4 students were assigned to the Group for internship by HKBU. Each student having completed the internship programme was granted an internship allowance and awarded a Certificate for Accomplishment by TWGHs. In addition, since 2020/2021, TWGHs set up the "Human Resources Executive Trainee (HRET) Programme" to provide internship opportunities for students of the human resources management degree programme of HKBU. In 2023/2024, TWGHs employed 3 HKBU students as HRETs, as each student intern, who was on salary, received a Certificate of Accomplishment from the Group upon completion of the internship.

Navigation Scheme for Young Persons in Care Services

TWGHs has implemented the "Navigation Scheme for Young Persons in Care Services" for 8 consecutive years since 2016/2017. The Scheme aims to provide job opportunities and training for young people aspiring to undertake health care related work in the welfare sector. In 2023/2024, TWGHs recruited 19 staff members through the Scheme and assigned them to elderly and rehabilitation services units for a period of 24 months, during which they were required to attend designated part-time courses. The Group also provided mentorship and career guidance to them.

增設社區健康諮詢師及幼兒藝術導師職位

本院第二年參加由香港賽馬會慈善基金資助的「專業創未來計劃」，增設 34 個社區健康諮詢師及兩個幼兒藝術導師職位，分佈於屬下幼稚園，以及安老、學前和復康服務單位，為首次求職的香港中學文憑考試或大專畢業生提供就業機會及在職專業培訓。

iYouth 公共事務領袖培訓計劃

身為「iYouth 公共事務領袖培訓計劃」的支持機構之一，東華三院安排參與計劃的大學生在屬下社會服務單位實習。本院行政總監更獲邀出任計劃的專家顧問，並於培訓研習班擔任嘉賓講者，分享他的機構管治經驗、如何與政府建立有效的夥伴關係，以及成功領導團隊的要素。

Creation of Posts of Community Care Practitioner and Associate Artist for Early Childhood Education

As a participant of the "PROcruit C" Programme subsidised by the Hong Kong Jockey Club Charities Trust for the second year, TWGHs created 34 posts of Community Care Practitioner and 2 posts of Associate Artist for Early Childhood Education in a kindergarten as well as in the elderly, pre-school and rehabilitation service centres/units, to provide job opportunities and on-the-job professional training for first-time-job seekers with Hong Kong Diploma of Secondary Education Examination or tertiary education institutes.

"iYouth" Hong Kong Public Affairs Leadership Development Programme

Being one of the supporting organisations of the "iYouth" Hong Kong Public Affairs Leadership Development Programme, TWGHs arranged internships for participating undergraduates in its community service centres/units. Our Chief Executive was invited to join the Programme as a consultant, and act as a guest speaker in a training workshop to share his experiences in corporate governance, how to build an effective partnership with the Government, and the essential elements of a successful leadership team.



蘇祐安行政總監（右七）與參與「iYouth 公共事務領袖培訓計劃」的大學生合照

Group photo of Mr. SU Yau On, Albert (right 7), Chief Executive, and university students participating in the "iYouth" Hong Kong Public Affairs Leadership Development Programme.

