香港寶嘉
Dragages HongKong
A member of the Bouygues Construction group

COMPANY POLICY

For over 70 years, Dragages Hong Kong has grown alongside the city, contributing to its transformation through landmark infrastructure and built environment projects that enhance the quality of life for local communities. Our achievements are the result of strong collaboration among our people, clients, and partners. By meeting the challenges of complex projects and accelerated delivery schedules, we continue to lead the industry through investment in our people, a culture of safety, sustainable practices, technical excellence, and a drive for innovation.

We remain dedicated to delivering projects on time and to the highest standards. Our goal is not only to meet the expectations of clients and stakeholders but also to uphold the trust of our employees and shareholders. Compliance with the most rigorous legal and regulatory requirements in Health, Safety, Quality, Environment, and Energy is central to our operations. As part of our long-term vision for a sustainable city, we strengthen ties with local communities through ongoing Corporate Social Responsibility initiatives. These commitments support the growth of the Company in Hong Kong and across the region, aligned with Bouygues Construction's strategy to expand its diverse business presence.

Aligned with our Company's mission, we are committed to:

- **Health & Safety First** – Safety is our highest priority, shared by leadership and frontline teams alike. Through visible safety leadership, proactive risk identification and strict adherence to our H&S standards, we aim for zero accidents. Adequate resources, transparent improvement practices, and collective responsibility in the decision-making and implementation of the H&S Management System to ensure continuous enhancement of our H&S performance.
- **Compliance with Group's Guidelines** – All business activities follow Bouygues Construction's established frameworks. These cover Greenlight strategy, Code of Ethics and Compliance Programs, CSR Charter for Suppliers and Subcontractors, and Human Resources Charter.
- **Innovation and Quality** – We uphold excellence in quality while embracing innovation. By investing in digital tools and alternative methods, we deliver projects that are safer, faster, and more efficient, while fostering values of trust, transparency, cooperation, and simplicity with clients and communities.
- **Environmental Responsibility** – Protecting the environment and aligning with the SBTi-approved decarbonization pathway are integral to our work. From design to construction, we prioritize low-carbon materials, energy efficiency, and sustainable practices to minimize impacts on air, noise, water, biodiversity, and waste. Our Environmental and Energy Management System is continuously improved to meet these goals.
- **Planning and Productivity** – Careful preparation and detailed planning drive efficiency. By applying LEAN management principles, we streamline processes and eliminate non-value-added tasks.
- **Risk Management and Opportunity** – Anticipating risks and identifying opportunities early ensures that both our objectives and those of our stakeholders are achieved.
- **Partnerships** – We value collaboration with clients, consultants, subcontractors, suppliers, and academic institutions. Mutual respect and trust form the foundation of partnerships that maximize efficiency and cost-effectiveness.
- **Corporate Social Responsibility** – Our CSR Committee leads initiatives to support youth, the elderly, individuals with special needs, and environmental organizations. We also contribute through fundraising, volunteering, and charitable partnerships to improve community well-being and environmental protection.
- **Employer of Choice** – We attract and retain talent by promoting diversity, respect, and equal opportunity. Continuous training and development nurture our workforce and the next generation. With the global support of Bouygues Construction, we ensure the right skills are matched to the right roles.

Our people are the foundation of our success. Adherence to this policy is essential for sustained growth and leadership in the industry. Each year, a Strategic Plan and Key Performance Indicators are defined and monitored to ensure objectives are met. With the full support of the Dragages Hong Kong Management Committee and the commitment of all staff, we pledge to communicate and implement this policy effectively.



Patrick IU
Executive Chairman
Oct 2026

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公司政策

為逾 70 年以來，香港寶嘉一直與香港同步成長，透過地標性的基建與建築環境項目，推動城市轉型，並提升本地社區的生活質素。我們的成就源於員工、客戶與合作夥伴之間的緊密合作。藉著迎接複雜工程及加速工期的挑戰，我們透過對人才的投資、安全文化、可持續實踐、技術卓越以及創新精神，持續引領行業發展。

我們始終致力如期並以最高標準交付工程。我們的目標不僅是滿足客戶及持份者的期望，同時亦要維護員工及股東對我們的信任。嚴格遵守健康、安全、品質、環境及能源方面最嚴謹的法規要求，是我們營運的核心。作為建設可持續城市的長遠願景的一部分，我們透過持續的企業社會責任計劃與本地社區建立更緊密的聯繫。這些承諾支持公司於香港及區內的發展，並與母公司布依格建築擴展其多元化業務版圖的策略一致。

為貫徹本公司的企業使命，我們承諾：

- **健康與安全為先** – 安全是我們最高的優先事項，由管理層與前線團隊共同承擔。透過可見的安全領導、主動的風險識別及嚴格遵守我們的健康與安全標準，我們以「零意外」為目標。透過充足資源、透明的改進措施，以及在健康與安全管理系統的決策和實施上共同承擔責任，確保持續提升健康與安全表現。
- **遵守集團指引** – 所有業務活動均遵循布依格建築制定的既有框架，包括Greenlight 策略、商業道德及合規計劃、供應商與分包商企業社會責任憲章，以及人力資源憲章。
- **創新與品質** – 我們在追求卓越品質的同時積極擁抱創新。透過投資數碼工具及替代施工方法，我們得以更安全、更快捷及更高效地交付項目，同時與客戶及社區建立信任、透明、合作和簡化的價值觀。
- **環境責任** – 保護環境及符合經 SBTi 認可的減碳路徑是我們工作的核心。從設計到施工，我們均優先採用低碳材料、提高能源效益，以及推行可持續實踐，以減低對空氣、噪音、水質、生物多樣性和廢棄物的影響。我們的環境與能源管理系統亦會持續改進，以達致這些目標。
- **規劃與生產力** – 細緻的準備與周密的規劃是提高效率的關鍵。我們運用精益管理（LEAN）原則，以精簡流程並移除無增值的工作。
- **風險管理與機遇** – 及早預測風險及識別機會，有助確保我們與持份者的共同目標得以實現。
- **夥伴合作** – 我們重視與客戶、顧問、分包商、供應商及學術機構的協作。互相尊重與信任是提升效率和成本效益的合作基礎。
- **企業社會責任** – 企業社會責任委員會帶領多項計劃，以支援青年、長者、特殊需要人士及環保組織。我們亦透過募款、義工活動及慈善合作，促進社區福祉及環境保護。
- **僱主責任** – 我們以推動多元、尊重與平等機會來吸引及留住人才。持續的培訓與發展培育我們的員工及下一代人才。在母公司布依格建築的全球支援下，我們確保人才能勝任最適合的崗位。

我們的員工是成功的基礎。遵守本政策對於持續增長及維持行業領導地位至關重要。公司每年制定並監察策略計劃及關鍵績效指標，以確保目標得以達成。在香港寶嘉管理委員會的全力支持以及全體員工的承諾下，我們保證有效地傳達及實施本政策。



2026年10月
執行主席
姚柏偉

www.dragageshk.com

BUILDING FOR LIFE