In building a sustainable future for our city, Hong Kong International Airport (HKIA) is committed to operating and growing in an environmentally and socially responsible manner.

CARING FOR THE ENVIRONMENT

We are on track to deliver on our pledge of achieving a 10% reduction in our carbon intensity by 2020, relative to 2015 levels. To meet this target, Airport Authority Hong Kong (AAHK) continued to maintain close communications with its business partners during the year. In November 2018, we hosted the third HKIA Senior Executive Roundtable to help the airport community establish long-term carbon reduction strategies. We also organised the HKIA Carbon Reduction Award Scheme, where we presented 24 awards to 13 business partners for their outstanding performance and innovative ideas in carbon reduction.

In another initiative to enhance HKIA’s environmental performance, in 2018/19 we deployed a system that uses big data and artificial intelligence to find energy-saving opportunities in the Midfield Concourse. Data from sensors throughout the building are fed into algorithms that automatically adjust the lighting, ventilation and air conditioning to optimise the building’s environmental performance. We expect this application will produce a 3% energy saving, equivalent to 0.9 million kilowatt-hours of electricity, in the first year. We plan to extend the system to Terminal 1 in 2019/20.

Waste management is another important element in HKIA’s environmental strategy. To help airport tenants and business partners prepare for mandatory municipal solid waste (MSW) charging, in December 2018 we completed a 20-month pilot scheme that tested different charging mechanisms. We are evaluating the programme’s findings to develop a practical and cost-effective mechanism that can be implemented at HKIA.
In addition to the MSW pilot, we promoted recycling by facilitating waste separation at source. During the year, we introduced a performance-based contract for our main waste management contractor. To encourage the contractor to sort and collect recyclables, the agreement includes minimum recycling targets that rise each year and are reinforced with incentive payments.

We also promote sustainability beyond the airport. The HKIA Environmental Fund supports a three-year public engagement project called “In-To Tung Chung River”. Initiated in September 2018 by Green Power, a local non-governmental organisation, this project helps conserve the catchment area of the Tung Chung River by conducting comprehensive water quality and ecological monitoring.

A pilot scheme helps airport business partners prepare for MSW charging, which will soon be introduced in Hong Kong.

AAHK promotes environmental sustainability to its business partners and neighbouring communities.

The “In-To Tung Chung River” project supported by AAHK helps preserve the environment near HKIA.
SUSTAINABILITY REPORT 2017/18

This year, we published our sixth sustainability report. The report delivers a comprehensive account of AAHK’s sustainability performance and management approach.

Ten interviews with AAHK staff were featured in the report to demonstrate how sustainability has been integrated into our business and operations.

The report was prepared in accordance with the Global Reporting Initiative’s GRI Standards: Core option and the GRI G4 Airport Operators Sector Disclosures and externally verified to offer greater transparency and accountability to our stakeholders. This year, for the first time, an external review committee was convened to provide independent feedback on the report.

CONTRIBUTIONS TO SOCIETY

Spearheaded by AAHK and launched in 2017/18, the EXTRA MILE project is a novel community investment initiative that creates a platform for AAHK and its business partners to attract and retain talent for HKIA, while unleashing the latent potential of the workforce in surrounding neighbourhoods.

EXTRA MILE facilitates participants’ personal growth and builds an inclusive society. Two job placement programmes provide job opportunities at the airport for youth and non-Chinese speakers, while another programme offers after-school childcare for airport staff with children.

In 2018/19, EXTRA MILE matched participants to over 60 positions—including flight attendants, customer service representatives, human resources officers, assistant mechanics and ramp service supervisors—and benefitted around 100 primary school students whose parents are working at HKIA.

To care for our elderly neighbours, AAHK arranged home visits and events such as moon cake workshops and Christmas lunches. This year’s spring reception for Tung Chung seniors welcomed more than 400 guests.

The EXTRA MILE project allows participants to gain practical skills through on-the-job training at HKIA.
DEVELOPING OUR WORKFORCE

A talented and engaged workforce is the cornerstone of HKIA’s success. During the year, we continued to strengthen AAHK’s corporate culture and developing talent remained our key focus.

With remarkable achievements in driving a preferred culture, AAHK won the “Gold Award” in the Airports Council International’s Asia-Pacific Human Resources Excellence Recognition Programme 2019.

With a view to building a talent pool and strengthening the leadership pipeline, the talent review and succession planning process continued with executive development programmes arranged for high-potential staff.

Internal communications were bolstered with regular staff and management mingling sessions where staff members at middle and general levels conversed with senior management in a relaxed atmosphere. In addition to “Dialogue with Chairman” and town hall meetings hosted by the CEO, some 600 employees shared their ideas and opinions in more than 30 outreach communication sessions.

On employee wellness and caring, a two-week wellness programme was successfully launched, attracting over 1,700 enrolments for various health and fitness activities. To promote a healthy and fun workplace, a step challenge campaign, where staff participated in a competition by recording their steps with a step tracker, was launched in February 2019. More than 1,000 staff participated in the programme.

In 2018/19, we continued to enhance staff benefits by introducing birthday leave, extending maternity leave to 14 weeks and enhancing medical benefits. To further caring support to working parents in the airport community, a second Airport Preschool will be established. The new preschool will double the capacity of the current one to provide services for about 100 children in 2020. Plans for the new preschool have been devised and a service contract was awarded to the current service provider.

AAHK organises various activities to strengthen bonds within the airport community.
In recognition of our efforts to develop comprehensive caring measures for staff, we were awarded the “Excellent Family-friendly Employment Practices Award” from the Hong Kong Institute of Human Resource Management and the “Outstanding Family-friendly Employment Practices” award from the Family Council and the Home Affairs Bureau.

AAHK stimulates young people’s interest in aviation through an annual summer internship programme for students from local and overseas universities and training institutions. In August 2018, a record 110 students completed internships, learning about airport operations and experiencing working life at HKIA through classroom learning and customised on-the-job training.

We also contribute to the industry’s development through the Hong Kong International Aviation Academy (HKIAA), which celebrated its first full year of operation in 2018/19. During the year, HKIAA delivered more than 1,200 courses to some 40,000 participants, 786 of whom were from outside Hong Kong.*

In 2018/19, the International Civil Aviation Organisation (ICAO) accredited HKIAA as a full member in its TRAINAIR PLUS Programme and an Aviation Security Training Centre. These certifications recognise HKIAA’s ability to develop and deliver ICAO-compliant training packages. HKIAA is now working to become an ICAO Regional Training Centre of Excellence.

To strengthen our position as a regional training hub, HKIAA is also developing air traffic control training courses for Hong Kong’s Civil Aviation Department and students from other parts of Asia. The courses are scheduled to begin in 2019/20.

In 2018/19, HKIAA delivered more than 1,200 courses to some 40,000 participants, 786 of whom were from outside Hong Kong.*

* Includes 878 courses and 32,614 participants for training of Aviation Security Company Limited staff.