



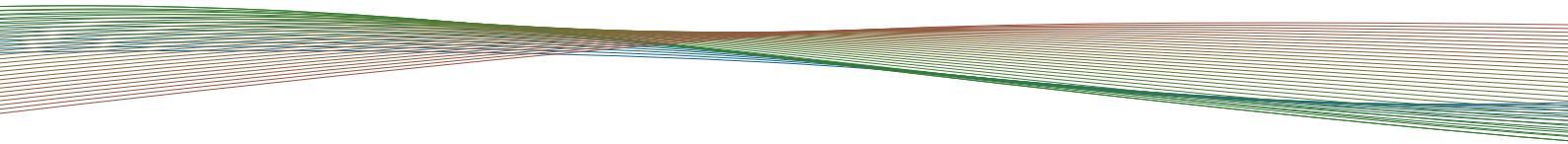
SUSTAINABILITY  
R E P O R T

2024  
-25

可 持 續 發 展 報 告



香港青年協會  
the hongkong federation of youth groups



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## 總幹事序

### Message from Executive Director

面對氣候變化、資源匱乏及人口結構轉變等全球性挑戰，我們對青年未來的承擔愈顯明確。適逢香港青年協會成立 65 周年，我們懷著堅定的信念，首次發布《可持續發展報告》，為推動積極轉型訂立清晰目標和方向，並承諾與青年同行，共創可持續未來。

我們透過「人才培育」、「環境責任」及「社會繁榮」三大範疇，展現本會的承擔和決心。過去一年，在人才培育方面，我們積極培育青年及同工，提升應對社會多元挑戰的能力，並鼓勵他們積極參與社會事務。在環境方面，我們推行節能工程與能源監測，並於大型活動實踐綠色低碳模式。在社會層面，我們致力提升社區福祉、培訓「青年全健師」推廣健康生活、提供優質教育及職訓平台、同時促進跨代合作，應對人口老化挑戰。

編制這份報告的過程絕非輕而易舉，我們從零開始，整合數據、跨部門協作、調配資源並推動文化轉型等。憑藉團隊的專業與堅持，逐步將理念落實。然而，這份報告只是起點，未來我們將持續完善各項工作，讓可持續發展植根機構文化。唯有堅持初心、發揮創意和凝聚眾力，方能成就這項意義深遠的協作。

可持續發展不是口號，更需要透過具體行動、合作伙伴和堅毅精神來實現。在此，我衷心感謝全體同事的付出，特別感謝一眾合作伙伴及政府部門，在策略協作、專業知識共享及資源支持上的鼎力協助。同時，我也由衷感謝理事會及可持續發展委員會的卓越指導與遠見，讓我們從根本做起，共同奠定穩固的基礎。

秉持「信青年·建未來」的信念，我們憑著堅定履行使命，與青年攜手建設社會。可持續發展並非終點，而是一段持續成長、創新與共同承擔責任的開端。展望未來，我們誠邀每一位青年、合作伙伴及支持者與我們並肩同行，將願景化為現實，共同塑造一個由青年引領、可持續、共融且充滿活力的香港。

In a world facing mounting challenges, especially climate change, resource scarcity, and demographic shifts, our collective responsibility has never been clearer. As The Hong Kong Federation of Youth Groups marks its 65th anniversary, we have chosen to respond with conviction by publishing our first Sustainability Report, set clear goals and directions for meaningful transformation, and we recommit our promise to stand alongside young people and sustainable future.

We build on our sustainability strategy, which is framed around three core pillars: People, Planet, and Prosperity. Each represents a dimension of our work and our responsibility to the next generation.

Over the past year, our focus on people, included strengthening talent development, equipping young people and our staff with skills to thrive in a rapidly changing world, while expanding platforms for civic participation and social engagement. For the planet, we took concrete steps, introducing energy monitoring systems, upgrading equipment, and embedding low-carbon practices in major events, to reduce our environmental impact. With regard to the prosperity of the community, we had expanded initiatives that enhanced community well-being, empowering Youth Wellness Practitioners to champion mental health, and launching new education and career pathways that foster adaptability and inclusion to address the challenges of an ageing population.

The process of preparing this Report was not easy. It required deep introspection, data integration, cross unit coordination, resource allocation and cultural transformation. Through the professionalism and passion of our colleagues, we turned aspirations into action. Yet this report represents is just a start and we will continue to embed sustainability into our daily operations, cultivate a culture of accountability and learning, aligning diverse operations and perspectives demanded perseverance, innovation, and shared purpose.

Sustainability cannot be achieved through words alone, it must live through action, partnership, and perseverance. My heartfelt appreciation goes to our colleagues for their dedication, and to our partners, supporters, and the government for their invaluable support in strategic collaboration, knowledge sharing and resource contributions.

Special thanks are due to our Council and the Sustainable Development Committee, whose guidance and trust have shaped the integrity and vision of this work. Together, we have built a foundation upon which future progress can grow.

Rooted in our belief, "Here for you, Grow with youth," we stand firm in our mission to empower young people and strengthen Hong Kong's social fabric. Sustainability is not an endpoint, it is a continual journey of growth, innovation, and shared responsibility. As we look ahead, we invite every young person, partner, and supporter to stand with us. Together, let us turn vision into reality and shape a future where youth lead the way toward a sustainable, inclusive, and thriving Hong Kong.

徐小曼 Hsu Siu-man  
總幹事 Executive Director



## 可持續發展委員會主席的話

### Message from the Chairman of the Sustainable Development Committee

我們正見證一個全球格局的轉變，環境、社會及管治（ESG）已超越評估企業表現的工具，而是通用於所有機構，致力創造正面影響和價值。

香港青年協會作為全港最具規模的青年服務機構，我們深信自己必須以身作則，秉持熱誠推動業界實現可持續發展。同時致力協助青年發揮潛能，應對複雜多變的環境，並為社會作出積極貢獻。

然而，單靠熱誠並不足夠。本會將ESG管治機制全面融入決策與服務，確保運作透明、問責，真正體現對年輕一代的擔當。因此，本會透過首份《可持續發展報告》，全面檢視我們在相關方面的工作成效和影響。這是本會的重要里程碑，更為香港、內地以至其他地方的非牟利機構，樹立良好典範。

這一步至關重要，因為我們每一個決定，均影響青年的未來。唯有透過嚴謹評估及持續改進，才能確保服務能夠切合他們所需，並為建設具韌性、共融及可持續的社區，作出長遠貢獻。

未來，我們繼續與合作伙伴、義工及青年攜手合作，凝聚願景和力量，為塑造可持續發展的未來而努力。

感謝您參與這段旅程。

We know that the world is witnessing a shift, when environmental, social, and governance (ESG) practices are no longer just a metric for businesses, but a true measure of commitment for all organisations dedicated to making a difference.

The Hong Kong Federation of Youth Groups, as the city's largest youth service organisation, believes that it has a responsibility to lead by example. We have always been driven by a passion to empower young people, helping them develop their potential, navigate complex social landscapes, and contribute positively to society.

But passion alone is not enough. Our commitment to sustainability, transparency, and accountability must now be embedded deeply in how we operate. We owe this to all young people. Therefore, this Report represents the first time we have taken an in-depth, internal look at our ESG practices, marking a milestone, not only for us, but across the non-profit community, here in Hong Kong, on the Chinese Mainland and further afield.

This step is crucial because the future we build must truly serve young people, who face unprecedented challenges and opportunities in a rapidly changing world. The decisions we make as an organisation are not abstract; they can impact real futures. By rigorously measuring and improving our ESG performance, we ensure our work responds to immediate needs, while also contributing to resilient, inclusive, and sustainable communities.

Together with our partners, volunteers, and young people themselves, aligning vision, values, and action, we are forging a future where sustainability and youth empowerment go hand in hand. This is the future we believe in.

Thank you for joining us on this journey.



倪以理 Joe Ngai

可持續發展委員會主席

Chairman of the Sustainable Development Committee

## 青協服務簡介

HKFYG Services at a Glance

### 香港青年協會

([hkfyg.org.hk](http://hkfyg.org.hk) | [m21.hk](http://m21.hk))

香港青年協會（簡稱青協）於1960年成立，是香港最具規模的青年服務機構。隨著社會瞬息萬變，青年所面對的機遇和挑戰時有不同，而青協一直不離不棄，關愛青年並陪伴他們一同成長。本著以青年為本的精神，我們透過專業服務和多元活動，培育年青一代發揮潛能，為社會貢獻所長。至今每年使用我們服務的人次接近450萬。在社會各界支持下，我們全港設有90多個服務單位，全面支援青年的需要，並提供學習、交流和發揮創意的平台。此外，青協登記會員人數已達50萬；而為推動青年發揮互助精神、實踐公民責任的青年義工網絡，亦有超過26萬登記義工。在「青協・有您需要」的信念下，我們致力拓展12項核心服務，全面回應青年的需要，並為他們提供適切服務，包括：青年空間、M21媒體服務、就業支援、違法防治、輔導服務、家長服務、領袖培訓、義工服務、教育服務、創意交流、文康體藝及研究出版。

### The Hong Kong Federation of Youth Groups

([hkfyg.org.hk](http://hkfyg.org.hk) | [m21.hk](http://m21.hk))

The Hong Kong Federation of Youth Groups (HKFYG) was founded in 1960 and is now the city's largest youth service organisation. For the past six and a half decades, it has been committed to serving the youth of Hong Kong by providing a variety of services, activities and programmes, which have an annual attendance of over 4.5 million. We encourage youth to reach their fullest potential, and with community support, we now have over 90 service units. We also have 12 core services, which include the Youth S.P.O.Ts, M21 Multimedia Services, Employment Services, Youth at Risk Services, Counselling Services, Parenting Services, Leadership Training, Volunteer Services, Education Services, Creativity Education and Youth Exchange, Leisure, Cultural and Sports Services, and Research and Publications. Our aim is to motivate young people to grow into responsible and dutiful citizens and we now have over 260,000 registered volunteers and over 500,000 registered members. We believe that our motto **HKFYG • Here for You** reaffirms our commitment and dedication to the young people of Hong Kong.

青年空間  
Youth S.P.O.Ts

M21媒體服務  
M21 Multimedia  
Services

就業服務  
Employment  
Services

違法防治  
Youth at Risk  
Services

輔導服務  
Counselling  
Services

家長服務  
Parenting  
Services

領袖培訓  
Leadership  
Training

義工服務  
Volunteer  
Services

教育服務  
Education  
Services

創意交流  
Creativity Education  
and Youth  
Exchange

文康體藝  
Leisure, Cultural  
and Sports  
Services

研究出版  
Research &  
Publications

## 關於本報告

### About This Report

#### 報告期及範圍

香港青年協會（「本會」）欣然發表首份《可持續發展報告》，標誌著本會在推動透明管治、績效問責及可持續發展方面邁出重要一步。本報告旨在全面披露本會於社會、環境及經濟三大範疇的表現，以呈現本會整體的影響力與承擔。

本報告涵蓋2024年4月1日至2025年3月31日的財政年度。本報告年度亦將作為基準年度，以展示本會在可持續發展方面的進展軌跡與成效。

#### 數據收集及限制

作為首份可持續發展報告，我們竭盡所能確保資料的準確性與完整性。部分環境數據（如能源消耗、廢物管理等）的收集方法尚待系統化提升，而本會正改良中央數據追蹤系統，以涵蓋全部服務單位的各項可持續發展指標。我們正研究引入獨立審核機制，以進一步增強報告公信力。我們承諾將持續完善匯報框架，並達至持分者的願景。

#### 報告框架及準則

本報告參考國際認可的《全球報告倡議組織》（GRI）標準及未來適應性商業框架（FFBB）編製，並對應聯合國可持續發展目標（SDGs），以彰顯本會對全球議題的貢獻。基於服務的多元性，並非所有指標均適用於每個服務單位，我們已優先採納與使命及持分者期望最相關的指標。

#### 獲取報告連結

完整報告可於本會官方網站下載 [hkfyg.org.hk](https://hkfyg.org.hk)

#### 聯絡我們

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#### Reporting Period and Reporting Scope

The Hong Kong Federation of Youth Groups ("the Federation") is proud to present our inaugural Sustainability Report, marking a significant milestone in our commitment to transparency, accountability, and sustainable development. This report provides a comprehensive overview of our social, environmental, and economic performance across our core services in Hong Kong.

This report covers our sustainability performance for the fiscal year 1 April 2024 to 31 March 2025. This reporting year will also serve as the baseline to track our progress and effectiveness in future reports.

#### Data Collection and Limitations

As our first sustainability report, we have made every effort to compile information as accurately and comprehensively as possible. However, we acknowledge that some data could benefit from more systematic collection methodologies, particularly in environmental metrics. Currently, we are refining our centralised data tracking system to capture utility consumption, waste management, and other sustainability indicators across all service units. We are committed to enhancing our reporting framework to ensure greater transparency in future editions.

#### Reporting Framework and Guideline

This report references the Global Reporting Initiative (GRI) Standards, and the Future-Fit Business Benchmark (FFBB), ensuring alignment with internationally recognised sustainability reporting principles. We have also mapped our initiatives to the United Nations Sustainable Development Goals (SDGs), demonstrating our contribution to global sustainability priorities. Given the diverse nature of our operations, not all GRI indicators are applicable to every service unit. However, we have prioritised those most relevant to our mission and stakeholder expectations.

#### Get the Report Here

The full version of this report can be downloaded at [hkfyg.org.hk](https://hkfyg.org.hk)

#### Contact Us

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# 機構管治

## Corporate Governance

可持續發展管治

Sustainable Governance

財務管理

Financial Management

持分者及重要性評估

Stakeholder Engagement and Materiality Assessment

可持續發展策略

Sustainable Development Strategy

本會將可持續發展納入管治核心，透過多層次架構推動策略制定、監察與執行，確保各項服務與營運符合透明度、問責性及社會期望。我們致力建立具前瞻性與協作性的管治文化，為青年服務創造穩健而可持續的發展基礎。

The Federation integrates sustainable development into the core of its governance. Through a multi-tiered framework, it facilitates strategy formulation, oversight, and implementation to ensure that all services and operations align with transparency, accountability, and societal expectations. We are committed to fostering a forward-looking and collaborative governance culture, thereby establishing a solid and sustainable foundation for the development of youth services.

## 可持續發展管治 Sustainable Governance

### 管治架構

有關管治架構詳情及其他資料，請參閱 2024/2025 年報中的組織圖表。

### Governance Structure

For more details on this governance framework, please refer to the Organisational Chart in our 2024/2025 Annual Report.

#### 領導及問責 Leadership and Accountability

##### 《理事會》

為最高管治機構，對本會的重大議題及整體發展承擔最終責任，負責監督整體運作及策略方向，並由來自社會各界代表，涵蓋多元的專業背景與經驗，確保決策具備廣泛視角及社會代表性。成員於周年大會中選出，任期為兩年，以確保管治架構具備透明度及問責性。

##### "The Council"

The Federation's highest governing body, holds ultimate responsibility for material issues and overall development. It oversees the organisation's operations and strategic direction, comprising representatives from various sectors to bring diverse professional backgrounds and expertise. Members are elected at the Annual General Meeting for a two-year term, ensuring a governance structure characterised by transparency and accountability.

#### 策略及監督 Strategy and Supervision

##### 《可持續發展委員會》

由理事會成員、青年代表及高級管理人員組織。該委員會負責制定策略和監督可持續發展工作的推展。委員會每年召開至少兩次會議，檢討及監察本會在推行可持續發展和相關措施的實際情況，確保其能夠符合最佳標準。

##### "Sustainable Development Committee"

Comprising Council Members, youth representatives, and senior management, the Committee formulates strategies and oversees the implementation of sustainability initiatives. It convenes at least twice annually to review and monitor the Federation's progress in sustainability and related measures, ensuring alignment with best practices.

#### 監察及整理 Monitor and Organisation

##### 《可持續發展報告工作小組》

由運營、財務、審計、行政及資訊科技領導組成，透過整理和驗證數據，確保報告資訊的準確性和持分者相關性。

##### "Sustainability Report Task Group"

Comprising leaders from the Operations, Finance, Audit, Administration, and IT units of the Federation, this Group ensures the accuracy and relevance of reported information to stakeholders through systematic data collection and verification.

#### 統籌及推行 Coordinate and Implementation

##### 《可持續發展部》

可持續發展部於 2013 年成立，負責統籌及推動本會可持續發展及教育工作。

##### "Sustainability Unit"

Established in 2013, the Sustainability Unit is responsible for the central coordination and promotion of the Federation's sustainability initiatives and educational programmes.

#### 執行及匯報 Execute and Reporting

##### 《服務單位》

由所有服務單位及職員負責執行及匯報。

##### "Service Units"

Implementation and reporting are carried out by all service units and staff.



## 服務質素標準和服務承諾

為確保服務質素並有效監督，本會在受社會福利署資助的服務單位，均遵循其制定的《服務質素標準》，並配合多項監察及內外審核機制；而在非津助服務單位方面，則根據本會訂立的《服務承諾》進行監督與管理，務求所有營運及服務均符合高水平標準，體現我們在管治上的嚴謹追求。

本會同時透過明確的員工角色界定、結構化招聘制度、持續培訓及績效評估，配以嚴格的財務和法律合規措施，實現高效服務管理。

### 《服務質素標準》

適用於受社會福利署資助的服務單位

## Service Quality Standards and Service Commitments

To ensure service quality and effective oversight, all Federation service units funded by the Social Welfare Department adhere strictly to the prescribed "Service Quality Standards (SQS)" and are supported by various monitoring and audit mechanisms. For non-subsidised units, management follows the Federation's self-established "Service Commitment", ensuring operations consistently meet high standards and reflect our commitment to sound governance.

Additionally, the Federation achieves efficient service management through clearly defined staff roles, a structured recruitment system, ongoing training, performance evaluations, and strict financial and legal compliance measures.

### Service Quality Standards (SQS) applicable to subsidised service units under the Social Welfare Department

|              |                                                                             |                                                                                          |              |
|--------------|-----------------------------------------------------------------------------|------------------------------------------------------------------------------------------|--------------|
| 標準<br>SQS 1  | 清楚陳述服務資料<br>Clearly state service information                               | 檢討及修訂政策和程序<br>Review and revise policies and procedures                                  | 標準<br>SQS 2  |
| 標準<br>SQS 3  | 存備服務運作及活動紀錄<br>Maintain records of service operations and activities        | 界定各層級人員之職務及責任<br>Define the roles and responsibilities of staff at all levels            | 標準<br>SQS 4  |
| 標準<br>SQS 5  | 實施有效人力資源管理<br>Implement effective human resource management                 | 評估服務表現及意見收集<br>Evaluate service performance and gather feedback                          | 標準<br>SQS 6  |
| 標準<br>SQS 7  | 清晰財務管理<br>Maintain transparent financial management                         | 遵守法律責任<br>Comply with legal obligations                                                  | 標準<br>SQS 8  |
| 標準<br>SQS 9  | 提供安全環境<br>Provide a safe environment                                        | 申請和退出服務權利和機制<br>Rights and mechanisms for applying for and withdrawing from services     | 標準<br>SQS 10 |
| 標準<br>SQS 11 | 評估服務使用者需要<br>Assess the needs of service users                              | 尊重服務使用者的知情和選擇權利<br>Respect the right of service users to be informed and to make choices | 標準<br>SQS 12 |
| 標準<br>SQS 13 | 尊重及保護私人財產<br>Respect and protect personal property                          | 尊重私隱和保密權利<br>Respect privacy and confidentiality rights                                  | 標準<br>SQS 14 |
| 標準<br>SQS 15 | 確保享有申訴權益及清晰機制<br>Ensure the right to appeal and a clear grievance mechanism | 確保所有人免受侵犯<br>Ensure protection from abuse for all individuals                            | 標準<br>SQS 16 |

## 意見及申訴機制

我們極度重視和尊重服務使用者的需要與權利，持有清晰的意見反映和申訴機制。本會在處理過程中堅守隱私、保密和尊嚴原則，對任何形式的傷害行為採取零容忍態度，致力為所有服務使用者、員工及持分者提供安全並具賦權的良好環境。

## Feedback and Complaint Mechanism

We prioritise the needs and rights of our service users, supported by clear and accessible feedback and complaint mechanisms. Throughout all interactions, we uphold privacy, confidentiality, and dignity. The Federation maintains a zero-tolerance policy towards harmful behaviour and is committed to fostering a safe, empowering, and positive environment for all service users, staff, and stakeholders.

## 服務成效和影響力評估

為協助單位掌握服務現況和成效，本會透過關鍵成果及關鍵指標兩大方面，配合每季收集用戶滿意度問卷，以質量並重的方式全面檢視服務成效，確保服務精準到位。

## Service Effectiveness and Impact Assessment

To monitor service performance and outcomes effectively, the Federation employs a dual-focused approach that evaluates both Key Result Areas (KRAs) and Key Performance Indicators (KPIs), complemented by quarterly user satisfaction surveys. This integrated methodology values both quantitative data and qualitative feedback, enabling a comprehensive review of service effectiveness and ensuring our interventions align with community needs.



31,104 份

本年收回用戶滿意度問卷數量  
Number of Customer Satisfaction  
Surveys Returned This Year

8.1/10 分

平均分數  
Average Score

## 道德與誠信

恪守道德準則與誠信原則是本會決策及高效協作的基石，更是我們作為非牟利機構實現使命、開展營運的根本所在。本會過去 65 年一直與社會各界攜手合作，透過轄下超過 90 個服務單位，為全港青年及家庭提供支援及有益身心的活動，每年為超過 450 萬的參與人次服務。因此，我們踐行超越合規要求的負責任行為，在持續提升服務質量和社會影響力的同時，優先關注保護環境和社會共融，致力為社區創造長期和正面的價值。

為達到此目標，全體員工均須接受入職培訓，並透過職員會議和內部訓練，提升員工對有關守則的認識和定期更新，以確保合乎規格。

## Ethics and Integrity

Adherence to ethical principles and integrity is the cornerstone of the Federation's decision-making and collaboration, forming the basis for our mission as a non-profit organisation. For 65 years, we have partnered with various community sectors to support youth and families across Hong Kong. Through our network of over 90 service units, we serve more than 4.5 million attendance annually. We are responsible in our conduct beyond mere compliance, continuously striving to enhance service quality and social impact while prioritising environmental protection and social inclusion.

To achieve these objectives, all staff are required to undergo induction training, with knowledge of relevant codes reinforced and updated through staff meetings and internal training sessions, ensuring ongoing adherence to required standards.

## 其他相關政策及指引 Other relevant policies and guidelines



## 保障私隱及數據安全

隨著數碼及人工智能技術的興起，本會對於保障個人資料及數據安全採取嚴格的政策和程序，貫徹地執行有關保障個人資料的政策，包括妥善收集、儲存、處理和使用，以確保完全遵守法規及保護個人私隱，防止任何程度的資料外洩。

## Safeguarding Privacy and Data Security

In response to the increasing prominence of digital and AI technologies, the Federation has implemented stringent policies to protect personal data and ensure data security. We rigorously enforce protocols for the collection, storage, processing, and usage of information, ensuring full regulatory compliance and safeguarding individual privacy to prevent data breaches.

我們嚴格遵守香港的法律及監管框架，包括不限於：

- 《個人資料（私隱）條例》（PDPO）：規管所有項目中個人資料的收集、使用及儲存。
- 《使用及儲存受限和個人資料的指引》：確保敏感資訊（包括受益人和捐助者記錄）獲得保密處理。

我們會定期檢討這些政策，以確保符合不斷更新相關法律和潛在風險。在報告期間內，本會未有發生任何資料外洩事件，也無任何經證實的關於資料外洩、竊盜或遺失的投訴。



本年度，本會榮獲香港個人資料私隱專員公署頒發的「私隱之友嘉許獎」金獎，是自 2023 年起連續兩屆獲得嘉許，充分肯定本會在保障個人資料私隱方面的持續努力與卓越表現。

In the current reporting year, the Federation was honoured to receive the Gold Award in the "Privacy-Friendly Awards" presented by the Office of the Privacy Commissioner for Personal Data, Hong Kong. This marks the second consecutive year we have been recognised with this accolade since 2023, affirming our continuous dedication and exceptional performance in safeguarding personal data privacy.

Our operations adhere strictly to Hong Kong's legal and regulatory framework, including, but not limited to:

- Personal Data (Privacy) Ordinance (PDPO): which governs the collection, use, and storage of personal data across all projects.
- Guidelines on the Usage and Storage of Restricted Data and Personal Information: which ensures the confidential handling of sensitive information, including beneficiary and donor records.

We conduct regular policy reviews to align with evolving laws and address potential risks. During the reporting period, the Federation experienced no data breaches or substantiated complaints regarding data leakage, theft, or loss.

## 網絡安全監察及訓練

鑑於網絡釣魚、語音詐騙、惡意程式及不當網站等網絡安全威脅日益多樣化及複雜化，機構有必要持續加強資訊安全防護措施，並提升員工的風險意識與應對能力，以減低潛在風險。我們限制存取敏感數據，並定期進行系統掃描、硬件更新以維護系統完整性。

針對網路釣魚攻擊等常見威脅，資訊科技組向全體職員進行模擬釣魚測試，進行全面風險評估及提升員工的警覺性。此舉可有效識別在資訊安全防護上存在風險的部門或員工群體，並據此制定針對性的培訓策略，以減低釣魚攻擊可能帶來的損害。在取得測試結果後，進行全面檢討並與相關部門合作，持續加強網路安全意識和防護機制。

## Cybersecurity Monitoring and Training

In response to the increasing diversity and complexity of cybersecurity threats—such as phishing, vishing, malware, and malicious websites—the Federation is committed to continuously enhancing our information security measures. We focus on strengthening staff awareness and response capabilities to mitigate potential risks. Our protective actions include restricting access to sensitive data and conducting regular system scans and hardware updates to maintain system integrity.

To address threats like phishing attacks, the IT Unit conducts simulated phishing tests for all staff. These exercises serve as a comprehensive risk assessment tool, increasing employee vigilance. The results help identify departments or staff groups at higher risk, allowing us to develop targeted training strategies to reduce potential damage. After each test, we conduct thorough reviews and collaborate with relevant departments to reinforce our cybersecurity awareness and protective measures.

**本會亦設有多項指引及守則，協助員工遵守有關私隱及網絡安全的要求。**

The Federation also has a number of guidelines and codes to help employees comply with privacy and cybersecurity requirements.

使用及儲存受限制資料和個人資料的指引  
Guidelines on the Usage and Storage of Restricted Data and Personal Information

直接促銷指引  
Direct Marketing Guidelines

網絡安全指引  
Cybersecurity Guidelines

## 維護國家安全

我們積極遵從相關法律政策，透過教育推廣、訓練和管理措施，加強青年及員工對國家安全的認識與重視，培養守法意識及責任感，以促進社會穩定與整體可持續發展。

## 保護知識產權及推動創作

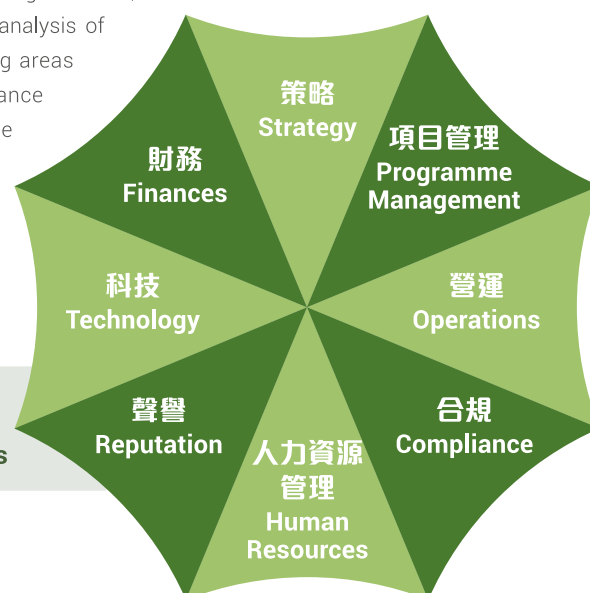
青協一直鼓勵和推動服務創新及青年創作，因此，重視並保護知識產權是作為機構管治中的重要元素。為保障創作者在教材設計、創意項目及各項創作中的成果，我們已根據《版權條例》發出行政備忘和定期舉辦培訓，提升員工對知識產權的認識，營造尊重原創、鼓勵創新的機構文化。

## 風險評估及管理

有效的風險管理有助及早識別和減低營運、財務及合規等潛在風險，保障機構及持分者的利益。風險管理的元素已融入各項服務流程。總會因應不同風險因素制訂各項政策；各員工按指引執行相關政策，並於周年策劃及活動策劃時評估可能出現的風險及制訂相關風險管理措施；審計部則審視各項政策的執行情況，評估各單位是否嚴格遵循相關政策及指引。審計部每年均為各單位及機構整體進行風險評估，全面分析機構在各方面的風險變化，同時提出需作出跟進的範疇，以持續改良管理和服務質素。

### 本會的風險涵蓋以下八個主要範疇

The Federation's risks cover the following 8 main areas



現階段尚未就氣候變化相關風險進行專項評估，惟隨著極端天氣事件日益頻繁，相關風險對本會於服務、建築、財務及行政等多個層面均可能構成影響。機構正積極研究於未來將氣候變化納入風險評估範疇，以加強整體風險管理。

Although a formal assessment of climate-related risks has not yet been conducted, the Federation recognises that the increasing frequency of extreme weather events may impact service delivery, infrastructure, finances, and administration. We are proactively exploring the integration of climate change considerations into our future risk assessment framework to enhance our overall risk management and resilience.

## 財務管理

### Financial Management

本會主要財政來源包括獎券基金、香港公益金、香港賽馬會慈善信託基金、戴麟趾爵士康樂基金及民政及青年事務局就非經常性開支撥款資助。所有財務程序均嚴格遵循財務管理及道德籌款指引，確保合乎相關法規及標準，並妥善運用資源。收入及支出均按照既定程序審批及記錄，並定期向理事會匯報及接受獨立審核，以確保資金得到妥善運用，財務報表如實反映營運狀況，回應持分者期望。有關本年度財務及相關資料，請參閱2024/2025年報中的財務摘要部分。

### 道德籌款及使用

為持續回應青年及社區不斷變化的需要，策動更多創新和優秀服務，本會致力拓展多元財政來源，以確保各項服務及發展獲得支持。除政府資助及活動收入外，外間捐助亦是本會重要的財政來源，因此，我們高度重視道德籌款，制定多項指引，清晰記錄各項捐款或捐贈內容，定期遞交計劃進度報告並按捐款者要求進行匯報與檢討，妥善運用每一分資源，以維護公眾信任。

The Federation also received capital grants from the Lotteries Fund, The Community Chest of Hong Kong, The Hong Kong Jockey Club Charities Trust, Sir David Trench Fund for Recreation, and Home and Youth Affairs Bureau during the year. All financial procedures strictly adhere to financial management and ethical fundraising guidelines to ensure compliance with regulations and proper resource utilisation. Income and expenditures are approved and recorded according to established procedures, regularly reported to the Council, and undergo independent audits, ensuring appropriate use of funds and accurate financial statements that meet stakeholder expectations. For financial details for this year, please refer to the Financial Highlights section of the 2024/2025 Annual Report.

### Ethical Fundraising and Utilisation

To respond to the evolving needs of youth and the community, and to pioneer innovative services, the Federation is committed to diversifying its funding sources for various services and development initiatives. In addition to government funding and activity income, external donations are a significant part of our financial resources. We prioritise ethical fundraising by establishing clear guidelines, maintaining precise records of all donations, submitting regular progress reports, and conducting reviews as requested by donors. We are dedicated to ensuring the proper utilisation of every resource to uphold public trust.

#### 本會已制定明確的籌款政策，包括但不限於：

The Federation has established clear fundraising policies, which include, but are not limited to:



所有籌款活動均遵守相關法規及道德守則  
Compliance with relevant laws and ethical codes for all fundraising activities



清晰披露捐款用途及財務狀況  
Transparent disclosure of the use of donations and financial statements



尊重捐款者意願及私隱  
Respect for donor privacy and wishes



設立利益衝突管理機制  
A conflict-of-interest management mechanism



記錄及有效管理捐贈物件  
Accurate record-keeping and effective management of donated items



報價招標及採購程序公開透明，防止賄賂  
Open bidding and procurement processes to prevent bribery



打擊洗錢及恐怖分子資金籌集，防止非法資金流入  
Measures to combat money laundering and terrorist financing, preventing the flow of illegal capital



定期進行獨立審計及公開報告  
Regular independent audits and public reports



為確保政策有效執行，全體員工於入職時均須接受相關訓練，並透過職員會議及內部公告定期獲得最新資訊及持續培訓。於本報告期內，本會並無發現任何貪污個案，亦未識別出任何重大貪污風險。

To ensure effective policy implementation, all staff must undergo relevant training upon joining the Federation, with regular updates and ongoing training provided through staff meetings and internal communications. During the current reporting period, no corruption cases or significant corruption risks were identified within the Federation.

## 持分者及重要性評估

### Stakeholder Engagement and Materiality Assessment

我們深信，與持分者建立真誠互信的關係，是推動可持續發展的基石。本會定期與青年、服務使用者、企業伙伴、基金會、員工及社區代表溝通，積極聆聽各方對我們在青年服務、社區貢獻及環境保護工作的意見與期望，並將這些意見融入年度計劃，確保服務能夠切合回應社會需要。我們在設定「重大性議題評估框架」時綜合考量監管要求、披露規範、行業趨勢，以及服務地區的持分者權益。我們每年根據《年度機構計劃》整合內外部持分者的意見，對重大議題進行必要檢視與更新，確保可持續發展策略與時俱進。

We believe that building sincere, trusting relationships with stakeholders is essential for advancing sustainable development. We maintain regular communication with youth, service users, corporate partners, foundations, staff, and community representatives, actively listening to their feedback on our services, community contributions, and environmental stewardship. This feedback is integrated into and informs our annual planning to ensure our services meet societal needs. Our "Materiality Assessment Framework" is established through a comprehensive consideration of regulatory requirements, disclosure standards, industry trends, and the interests of stakeholders in the communities we serve. Annually, aligned with our Annual Plan, we consolidate inputs from both internal and external stakeholders to conduct a necessary review and update of these material issues. This process ensures that our sustainable development strategy remains relevant and forward-looking.

### 持分者組別與溝通 Stakeholder Groups and Communication Channels

| 持分者組別 Stakeholder Groups                                                                                                   | 主要溝通渠道 Main Communication Channels                                                                                                                                                               |                                                                                                                                                                                |
|----------------------------------------------------------------------------------------------------------------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
|  <b>理事會成員</b><br>Council Members        | <ul style="list-style-type: none"> <li>周年大會<br/>Annual General Meetings</li> <li>理事會/委員會會議<br/>Council Meetings/ Committee Meetings</li> </ul>                                                   | <ul style="list-style-type: none"> <li>活動及刊物<br/>Activities and Publications</li> <li>社交媒體/電子通訊/網頁<br/>Social media/ E-newsletters/ Website</li> </ul>                         |
|  <b>基金會/捐款人</b><br>Foundations / Donors | <ul style="list-style-type: none"> <li>社交媒體/電子通訊/網頁<br/>Social Media/ E-newsletters/ Website</li> <li>活動及刊物<br/>Activities and Publications</li> </ul>                                           | <ul style="list-style-type: none"> <li>計劃書/項目報告<br/>Proposals/ End-of Programme Reports</li> <li>交流會議<br/>Exchange Meetings</li> </ul>                                         |
|  <b>員工</b><br>Staff                     | <ul style="list-style-type: none"> <li>周年大會<br/>Annual General Meetings</li> <li>職員及單位會議<br/>Staff and Unit Meetings</li> <li>內聯網<br/>Intranet</li> </ul>                                        | <ul style="list-style-type: none"> <li>培訓、交流及發展活動<br/>Training, Exchange and Development Activities</li> <li>問卷<br/>Surveys</li> <li>服務單位探訪<br/>Service Unit Visits</li> </ul> |
|  <b>服務使用者</b><br>Beneficiaries          | <ul style="list-style-type: none"> <li>活動及刊物<br/>Activities and Publications</li> <li>社交媒體/電子通訊/網頁<br/>Social Media/ E-newsletters/ Website</li> </ul>                                           | <ul style="list-style-type: none"> <li>諮詢會<br/>Consultation Sessions</li> <li>服務滿意度調查/訪談<br/>Service Satisfaction Surveys/ Interviews</li> </ul>                               |
|  <b>義工/會員</b><br>Volunteers/ Members    | <ul style="list-style-type: none"> <li>會員大會/諮詢會<br/>Members' Meetings/ Consultation Meetings</li> <li>活動及刊物<br/>Activities and Publications</li> </ul>                                           | <ul style="list-style-type: none"> <li>社交媒體/電子通訊/網頁<br/>Social Media/ E-newsletters/ Website</li> <li>服務滿意度調查/訪談<br/>Service Satisfaction Surveys/ Interviews</li> </ul>       |
|  <b>學校</b><br>Schools                   | <ul style="list-style-type: none"> <li>社交媒體/電子通訊/網頁<br/>Social Media/ E-newsletters/ Website</li> <li>活動及刊物<br/>Activities and Publications</li> <li>表現評估<br/>Performance Evaluations</li> </ul> | <ul style="list-style-type: none"> <li>交流會議/分享會<br/>Exchange Meetings/ Sharing Sessions</li> <li>展覽/論壇/專業會議<br/>Exhibitions/ Forums/ Professional Conferences</li> </ul>       |

| 持分者組別 Stakeholder Groups                                                                                                                               | 主要溝通渠道 Main Communication Channels                                                                                                                                                                                                                                                                              |
|--------------------------------------------------------------------------------------------------------------------------------------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
|  <b>社會大眾</b><br>Members of the Public                                 | <ul style="list-style-type: none"> <li>• 社交媒體/電子通訊/網頁<br/>Social Media/ E-newsletters/ Website</li> <li>• 活動及刊物<br/>Activities and Publications</li> </ul>                                                                                                                                                      |
|  <b>大廈租戶 / 宿舍住戶</b><br>Building Tenants/<br>Hostel Residents          | <ul style="list-style-type: none"> <li>• 租戶/住戶會議<br/>Tenant/ Resident Meetings</li> <li>• 社交媒體/電子通訊/網頁<br/>Social Media/ E-newsletters/ Website</li> </ul>                                                                                                                                                      |
|  <b>社企顧客</b><br>Customers of our<br>Social Enterprises                | <ul style="list-style-type: none"> <li>• 活動及刊物<br/>Activities and Publications</li> <li>• 服務滿意度調查/訪談<br/>Service Satisfaction Surveys/ Interviews</li> <li>• 社交媒體/電子通訊/網頁<br/>Social Media/ E-newsletters/ Website</li> </ul>                                                                                   |
|  <b>合作伙伴/供應商/承辦商</b><br>Partners/ Suppliers/<br>Contractors           | <ul style="list-style-type: none"> <li>• 招標程序<br/>Tendering Procedures</li> <li>• 服務會議<br/>Service Meetings</li> <li>• 年度審查及表現評估<br/>Annual Reviews and Performance Evaluations</li> </ul>                                                                                                                      |
|  <b>非政府機構</b><br>Non-governmental<br>Organisations                  | <ul style="list-style-type: none"> <li>• 社交媒體/電子通訊/網頁<br/>Social Media/ E-newsletters/ Website</li> <li>• 活動及刊物<br/>Activities and Publications</li> <li>• 交流會議/分享會<br/>Exchange Meetings/ Sharing Sessions</li> <li>• 展覽/論壇/專業會議<br/>Exhibitions/ Forums/ Professional Conferences</li> </ul>                  |
|  <b>政府/監管機構</b><br>HKSAR Government                                 | <ul style="list-style-type: none"> <li>• 電子通訊/網頁<br/>E-newsletters/ Website</li> <li>• 活動及刊物<br/>Activities and Publications</li> <li>• 計劃書/項目報告<br/>Proposals/ End-of-Programme Reports</li> <li>• 交流會議<br/>Exchange Meetings</li> <li>• 年度審核報告及表現評估<br/>Annual Reviews and Performance Evaluations</li> </ul> |
|  <b>院校/研究機構/智庫團體</b><br>Academia/ Research<br>Institute/ Think Tank | <ul style="list-style-type: none"> <li>• 電子通訊/網頁<br/>E-newsletters/ Website</li> <li>• 活動及刊物<br/>Activities and Publications</li> <li>• 交流會議/分享會<br/>Exchange Meetings/ Sharing Sessions</li> <li>• 展覽/論壇/專業會議<br/>Exhibitions/ Forums/ Professional Conferences</li> </ul>                                     |
|  <b>傳媒</b><br>Media                                                 | <ul style="list-style-type: none"> <li>• 新聞稿/刊物<br/>Press Releases/ Publications</li> <li>• 活動簡報/採訪<br/>Event Presentations/ Interviews</li> <li>• 社交媒體/電子通訊/網頁<br/>Social Media/ E-newsletters/ Website</li> <li>• 傳媒查詢系統<br/>Media Enquiries System</li> </ul>                                                |

## 重要性評估

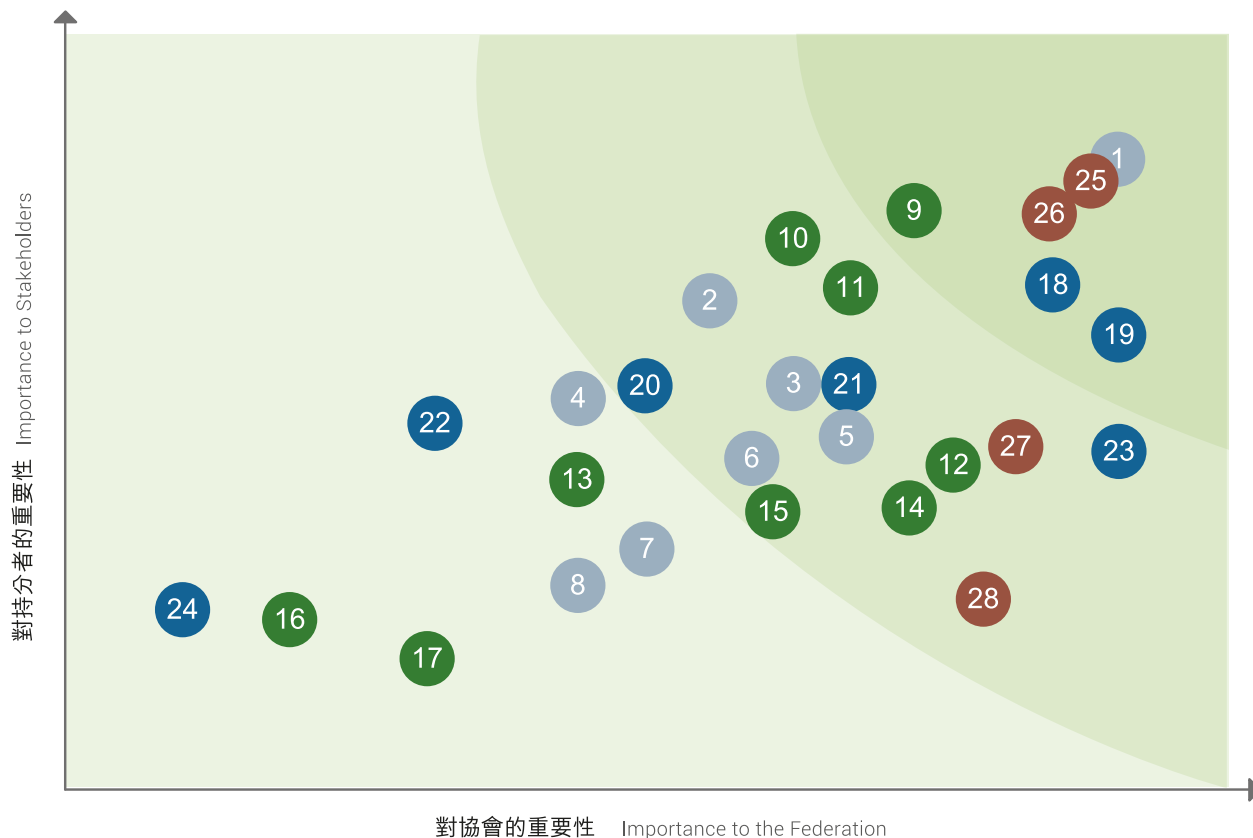
協會開展了重要性評估，以確定關鍵的可持續發展議題。透過持分者的參與和分析，可持續發展委員會確認了優先議題。這些結果構成了本報告的基礎，並將指導未來的可持續發展目標和行動。

## Materiality Assessment

The Federation conducted a materiality assessment to identify key sustainability issues. Through stakeholder engagement and analysis, priority topics were validated by our Sustainable Development Committee. These results form the foundation for this report and will guide future sustainability goals and actions.

是次評估涵蓋28個議題，結果已提交予可持續發展委員會進行審視及核實。

This assessment covered 28 issues, and the results have been submitted to the Sustainable Development Committee for review and verification.



#### 機構管治 CORPORATE GOVERNANCE

- 1 服務質素及成效 Service Quality and Effectiveness
- 2 與持分者充分溝通 Full Communication with Stakeholders
- 3 保障私隱及數據安全 Safeguard Privacy and Data Security
- 4 風險評估及管理 Risk Assessment and Management
- 5 捐款來源盡職審查 (道德籌款) Due Diligence on Donation Sources (Ethical Fundraising)
- 6 網絡安全監察 Cybersecurity Monitoring
- 7 意見及申訴機制 Feedback and Complaint Mechanism
- 8 保護知識產權 Intellectual Property Protection

#### 推動人才發展 PEOPLE

- 18 員工的培训與發展 Employee Training and Development
- 19 培育青年人才 Nurturing Youth Talent
- 20 全健福祉 Health and Well-being
- 21 員工的職安健管理 Employee Occupational Health and Safety Management
- 22 多元化與包容性 Diversity and Inclusion
- 23 遵守僱傭法規 Compliance with Employment Laws
- 24 反歧視 Anti-Discrimination

#### 實踐環境責任 PLANET

- 9 改變日常行為習慣 Changing Daily Behaviours
- 10 引領青年改變社區 Leading Youth to Change the Community
- 11 增強環境保護知識 Enhancing Environmental Protection Knowledge
- 12 協會營運對氣候變化所帶來的影響 The Impact of the Federation's Operations on Climate Change
- 13 協會的廢物管理 The Federation's Waste Management
- 14 協會的碳排放量 The Federation's Carbon Emissions
- 15 協會的能源效益 The Federation's Energy Efficiency
- 16 協會的水資源管理 The Federation's Water Resource Management
- 17 協會在保護生物多樣性上的工作 The Federation's Work on Biodiversity Conservation

#### 邁向社會繁榮 PROSPERITY

- 25 促進全健發展 Promoting Holistic Development
- 26 提升數碼技能 Enhancing Digital Skills
- 27 推動社會參與 Facilitating Youth Participation
- 28 賦予優質教育 Delivering Quality Education

## 可持續發展策略

### Sustainable Development Strategy

青協作為全港最具規模的非牟利青年服務機構，我們有責任為青年創造可持續發展的未來。我們支持聯合國可持續發展目標（SDGs），並確立了六項與本會服務密切相關的發展和工作目標。有關各項服務內容和成果，請參考本報告的相關章節。

As Hong Kong's largest non-profit youth organisation, we recognise our responsibility to help create a sustainable future for youth. We actively support the United Nations Sustainable Development Goals (SDGs) and have identified six key goals closely aligned with our services and strategic focus. For details on our initiatives and their outcomes, please refer to the relevant sections of this report.

| <b>全球可持續發展目標</b><br><b>Global Sustainable Development Goals</b>                                                                                  | <b>我們的目標</b><br><b>Our Goals</b>                                                                                                                                                                                                                                       |
|--------------------------------------------------------------------------------------------------------------------------------------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
|  <b>良好健康與福祉</b><br><b>Good Health and Well-being</b>            | <p>促進青年全健發展，支持他們在精神、情緒及健康方面的全部需要。</p> <p>Promote the holistic development of youth by supporting their mental, emotional, and physical health needs.</p>                                                                                                               |
|  <b>優質教育</b><br><b>Quality Education</b>                       | <p>提供幼稚園、中小學及持續進修教育服務，確保每人都享有平等和優質教育機會，協力培育未來人才。</p> <p>Provide kindergarten, primary, secondary, and continuing education services to ensure equitable and quality education opportunities for all, contributing to the cultivation of future talents.</p>            |
|  <b>就業與經濟增長</b><br><b>Decent Work</b>                         | <p>開拓青年職涯發展機遇，提升技能與競爭力，促進體面工作與經濟參與，回應社會市場的多元需求。</p> <p>Create opportunities for youths' career development, enhance their skills and competitiveness, promote decent work and economic participation, and respond to the diverse needs of the social market.</p>       |
|  <b>可持續城市和社區</b><br><b>Sustainable Cities and Communities</b> | <p>推動青年參與社會，成為世界公民。透過各項創新項目，促進城市可持續發展，建立更宜居及具包容性的社區。</p> <p>Empower youth to engage in society as global citizens. Through various innovative programmes, we promote sustainable urban development and help build more inclusive and liveable communities.</p>         |
|  <b>氣候行動</b><br><b>Climate Action</b>                         | <p>結合「環境教育」、「行動實踐」和「帶領改變」三層工作，推動綠色生活，積極應對氣候變化。</p> <p>Integrate a three-tiered approach of "Foundation Education", "Sustainability in Action", and "Sustainability Leadership" to advocate for green living and call for collective action against climate change.</p> |
|  <b>促進目標實現的伙伴關係</b><br><b>Partnerships for the Goals</b>      | <p>積極與不同界別伙伴攜手合作，推動資源共享與協同創新，凝聚社會力量，促進可持續發展目標的實現。</p> <p>Actively collaborate with partners across different sectors to promote resource sharing and synergistic innovation, uniting community forces to advance the achievement of the SDGs.</p>                      |

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# 推動人才發展 People

提升員工專業

Enhancing Staff Professional Capacity

培育青年人才

Nurturing Youth Talent



本會擁有超過1,000名恆常員工，致力提供以青年為本的多元服務。我們重視員工的成長與福祉，並透過建立關懷、公平及包容的工作文化，支援同工在培育青年及推動可持續發展中發揮積極角色。

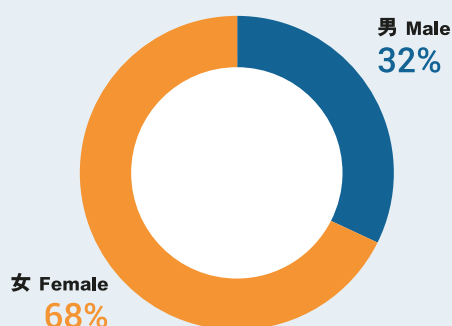
The Federation employs over 1,000 regular staff dedicated to delivering diverse youth services. We prioritise our colleagues' growth and wellbeing, fostering a caring, equitable, and inclusive workplace that encourages active participation in youth development and sustainable practices.

## 提升員工專業 Enhancing Staff Professional Capacity

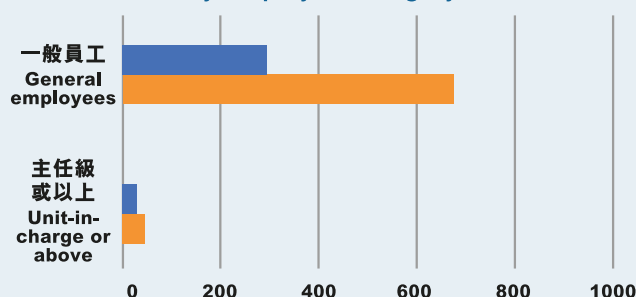
### 員工概覽 (截至2025年3月31日)

#### Staff Demographics Overview (Up until 31 March 2025)

按員工性別分類  
By Employee Gender

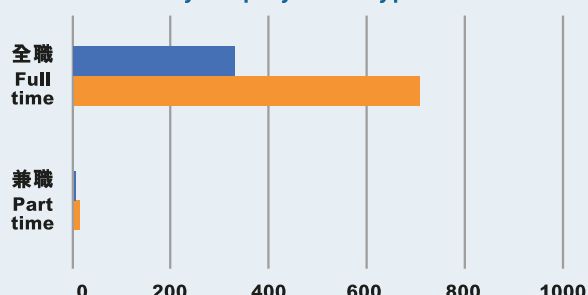


按員工職級分類  
By Employee Category



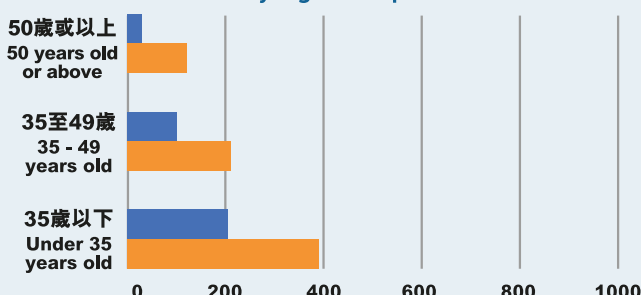
|          | 主任級或以上<br>Unit-in-charge or above | 一般員工<br>General employees |
|----------|-----------------------------------|---------------------------|
| 男 Male   | 38                                | 312                       |
| 女 Female | 47                                | 686                       |

按僱傭類型分類  
By Employment Type



|          | 兼職 Part-time | 全職 Full-time |
|----------|--------------|--------------|
| 男 Male   | 9            | 341          |
| 女 Female | 15           | 718          |

按年齡組別分類  
By Age Group



|          | 35歲以下<br>Under 35 years old | 35至49歲<br>35 - 49 years old | 50歲或以上<br>50 years old or above |
|----------|-----------------------------|-----------------------------|---------------------------------|
| 男 Male   | 205                         | 112                         | 33                              |
| 女 Female | 392                         | 213                         | 128                             |

### 公平待遇政策

本會所有薪酬及待遇政策均適用於全體員工，並不因性別、宗教、國籍、年齡、身體狀況或性取向等因素而有所差異，確保公平、公正及不歧視的原則。

### Fair Treatment Policy

All remuneration and benefits policies of the Federation apply equally to all employees, free from discrimination based on gender, religion, nationality, age, physical condition, or sexual orientation, ensuring fairness and justice.

### 重視職員培訓

本會積極培育行業人才，持續為各職級員工提供線上到線下專業培訓、跨部門交流，及國內和海外學習機會，以提升他們的世界視野、專業能力和服務質素。我們鼓勵員工發展多元技能，培養對社會議題的敏感度與創新思維，以更有效地回應青年及社區的需要。

### Emphasis on Staff Training

The Federation cultivates talent by providing comprehensive professional training for all staff, including online and offline programmes, cross-departmental exchanges, and domestic and international learning opportunities. This approach enhances global perspectives, professional competence, and service quality while fostering diverse skills and sensitivity to social issues and innovative thinking to better respond to the needs of young people in the community.



**68 項 programmes**  
 **內部培訓**  
 Internal Training

**16 項 programmes**  
 **海外培訓**  
 Overseas Training

**122 項 programmes**  
 **自主培訓**  
 Self-initiated Training

**12,610 小時**  
 **完成培訓總時數**  
 Total Training Hours

**5,198**  
 **接受培訓總人次**  
 Total Trainee Attendances

我們鼓勵員工主動掌握自身的學習與發展需要。員工可根據其現時職務及未來發展方向，自行提名參與相關培訓項目，並由本會給予資助。此安排有助促進個人專業成長，並提升整體服務質素。

We encourage staff to proactively identify their own learning and development needs. Employees can self-nominate for relevant training programmes based on their current roles and future career aspirations, with funding support provided by the Federation. This approach facilitates individual professional growth and enhances overall service quality.



本會全體同事均由其上級每年進行表現評核，並作出相應的跟進，以促進持續改進及專業發展。

All colleagues within the Federation undergo an annual performance appraisal conducted by their supervisors, followed by appropriate follow-up actions to promote continuous improvement and professional development.

#### 培訓範疇及課程例子 Examples of Training Areas and Courses

|                                           |                                                                                                                 |
|-------------------------------------------|-----------------------------------------------------------------------------------------------------------------|
| <b>數碼技能</b><br>Digital Skills             | • 數碼科技高階使用者發展計劃<br>I.C.T. Power Users Development Programme                                                     |
|                                           | • 網絡安全與AI創新計劃工作坊<br>Cybersecurity and AI Innovation Workshop                                                    |
|                                           | • 網上數碼營銷及AI實用工作坊<br>Online Digital Marketing & AI Practical Workshop                                            |
| <b>專業輔導</b><br>Professional Counselling   | • 「強化家庭功能」社工專業培訓<br>"Enhancing Family Functioning" Professional Training for Social Workers                     |
|                                           | • 辯證行為治療運用於毒品成癮個案培訓工作坊<br>Workshop on the Application of Dialectical Behaviour Therapy for Drug Addiction Cases |
|                                           | • 個案評估介入及諮詢培訓小組<br>Case Assessment, Intervention and Consultation Training Group                                |
|                                           | • 校園危機事故應對培訓<br>School Crisis Incident Response Training                                                        |
| <b>管理協作</b><br>Management & Collaboration | • 客服及投訴及團隊協作<br>Customer Service, Complaints Handling & Team Collaboration                                      |
|                                           | • 創造共享價值論壇<br>Creating Shared Value Forum                                                                       |
|                                           | • UIC1001新晉主管實務課程<br>UIC1001 Management Fundamentals for Newly Promoted Leaders                                 |
| <b>國內交流</b><br>Mainland Exchange          | • 滬港青年工作交流會<br>Shanghai-Hong Kong Youth Work Exchange                                                           |
|                                           | • 國情研修班<br>National Studies Programme                                                                           |

#### 建立人才階梯

青協深信人才是推動青年工作及社會服務持續發展的核心力量。為建立穩健的人才梯隊，協會透過多元化的培育策略，支援不同階段的員工及有志投身青年工作的年青人，促進專業成長與機構承傳。

#### Building a Talent Pipeline

The Federation believes talent is crucial for the sustainable development of youth work and social services. To build a strong talent pipeline, we employ diverse strategies to support employees at various career stages and young individuals aspiring to enter the youth sector, fostering professional growth and organisational continuity.

## 提升員工專業

Enhancing the Professionalism of Staff

### 培育未來青年工作者 - 「暑期管理見習生計劃」

為培育具潛質的青年服務人才，本會於暑假舉辦「暑期管理見習生計劃」，為有興志投身青年服務的大學生提供專業培訓和實務體驗。見習生除了會在不同單位工作外，亦會獲安排參與導向活動及培訓課程，內容涵蓋青年發展理念、活動策劃技巧、社區參與策略、危機應對基本知識及跨部門協作經驗等，協助他們建立對青年工作的整體認識及實務能力，並透過經驗累積、建立人際網絡及發展職涯方向。完成實習後，表現優異者將獲優先考慮加入成為本會全職員工，延續他們在青年服務上的發展，並為協會注入新動力。

### Cultivating Future Youth Workers – “Summer Management Trainee Programme”

To nurture university students interested in youth services, the Federation hosts the “Summer Management Trainee Programme” each summer, offering professional training and hands-on experiences. Trainees work across various units and engage in orientation activities and courses covering youth development philosophy, event planning, community engagement, crisis response, and cross-departmental collaboration. This programme equips them with a well-rounded understanding of youth work while helping them build networks and clarify career paths. Top performers are given priority for full-time positions within the Federation, allowing them to continue their growth in youth services and infuse the organisation with fresh energy.



### 推動專業管理文化 - 「UIC1001新晉主管實務課程」

專為新晉單位主任及中層管理人員而設。課程以實務導向為核心，透過系統化培訓，協助新晉管理人員掌握管理職能、理解機構文化，並提升領導及協作能力。課程涵蓋行政與財務管理、資源拓展、公關技巧、跨部門協作、行業視野及青年工作理念等範疇。透過案例分析、實戰演練及專業回饋，培育具備策略思維與服務承擔的管理人才，建立穩健的人才梯隊，支援未來服務發展。

### Promoting a Professional Management Culture – “UIC1001 Management Fundamentals for Newly Promoted Leaders”

Tailored for newly appointed Unit-in-charges and middle management, this practice-oriented course equips new managers with essential management skills, understanding organisational culture, and enhanced leadership abilities. The curriculum includes administrative and financial management, resource development, public relations, cross-departmental collaboration, industry perspectives, and youth work philosophy. Through engaging case studies, hands-on exercises, and professional feedback, the course cultivates strategic thinkers dedicated to service, establishing a strong talent pipeline for future growth.





## 職業健康及安全管理

青協重視為員工及服務使用者營造安全、健康及有保障的工作與服務環境。作為一所提供多元青年服務的機構，我們工作場景涵蓋營地、農莊、服務中心、辦公室、建築工地及內地等多個範疇，均涉及不同層面的職業健康與安全考慮。協會設有政策和機制，定期進行安全檢查、培訓、風險評估及應變流程，確保員工及服務使用者在各類服務環境中均獲得適切保障。

## Occupational Health and Safety Management

The Federation is committed to fostering a safe, healthy, and secure environment for both employees and service users. As a provider of diverse youth services, we operate in varied settings, including, campsites, the organic farm, service centres, conventional office spaces, construction sites, and locations in Chinese Mainland, each of which provides unique occupational health and safety needs. To ensure optimal protection, we have established robust policies and mechanisms for regular safety inspections, training, risk assessments, and contingency procedures, safeguarding everyone across all our service environments.

### 應對酷熱天氣 - 預防工作時中暑的內部指引

隨著氣候變化日益嚴峻，夏季高溫及極端天氣情況日漸頻繁，暑熱風險成為職業健康與安全的重要關注事項。為保障員工及活動參加者的健康，本會已制定內部指引，預防於工作或活動期間出現中暑情況。指引內容涵蓋暑熱天氣下的工作安排、休息時間、補充水分、穿著合適衣物、風險評估及應變措施等，並定期向員工進行相關培訓及宣傳，提高暑熱風險的認知及應對能力。

### Responding to Hot Weather – Internal Guidelines for Preventing Heatstroke at Work

As climate change intensifies and extreme summer temperatures rise, heat stress has become a significant concern for occupational health and safety. To protect the health of employees and participants, the Federation has implemented internal guidelines to prevent heatstroke during work and activities. These guidelines address work arrangements, rest breaks, hydration, appropriate clothing, risk assessments, and contingency measures for hot weather. We also conduct regular training and awareness sessions to enhance staff recognition and response to heat-related risks.

### 其他相關指政策和指引 Other Relevant Policies and Guidelines



**職業安全及  
健康工作指引**  
Occupational Safety  
and Health Work  
Guidelines



**服務質素標準 9：  
提供安全環境**  
Service Quality  
Standard 9: Provision of  
a Safe Environment



**服務承諾（二）：  
「安全的環境」**  
Service Commitment (II):  
"A Safe Environment"

在報告期間，本會沒有收到有關員工在職員安全上的重大投訴或工傷事件。

During the reporting period, the Federation did not receive any significant complaints or reports of major work-related injuries concerning staff safety.

## 全健和福祉

協會一直關注同工的福祉。本年我們提出《同工服務條件改善措施》，就部分的人力資源議題再作深入檢視，進一步改善員工的待遇，建設可持續的高效團隊。

健康的工作團隊有助提升整體效能與服務質素，我們不但將「全健」理念傳遞社區，更將其納入為職業健康及安全議題之一。因此，職員康樂委員會定期為員工舉辦多元體育活動，鼓勵同事時刻保持活力。

## Holistic Wellness and Well-being

The Federation actively monitors the well-being of our colleagues. This year, we launched the "Measures for Improving Colleague Conditions of Service", performing an in-depth review of specific human resources topics to enhance employee remuneration and build a sustainable, high-performing team.

A healthy workforce contributes to enhanced overall effectiveness and service quality. We champion "holistic wellness" within the community and integrate it into our occupational health and safety agenda. To support this, the Staff Recreation Committee regularly organises diverse sports activities, encouraging colleagues to embrace an active lifestyle.

**青協足球隊**由不同年齡層同事組隊，多年來積極參與業內賽事，推動員工身心健康與團隊凝聚力。

**The Federation's Football Team**, formed by colleagues from different age groups, has actively participated in inter-sector competitions for many years, promoting physical and mental health and team cohesion among staff.



**青協男子籃球隊及女子籃球隊**，同獲第三十三屆社工機構籃球賽《許晉奎盾》冠軍殊榮，實現「要贏一齊贏」的團隊精神。

**The Federation's Men's and Women's Basketball Teams** both claimed the championship titles in their respective divisions in the "Hui Chun Fui Shield" category at the 33rd Social Workers' Basketball Tournament, embodying the team spirit of "We Win by Winning Together".

**青協跑步隊**與青年一同參加「2025 社工長跑」，勇奪5個冠軍、1個亞軍及1個季軍獎項，更主要是可以享受跑步的樂趣，體驗身心投入與互相支持的力量。

**The Federation's Running Team** joined the "2025 Social Workers Long Run", alongside young people, where they won five championships, had one first runner-up, and one second runner-up award. More importantly, they celebrated the joy of running and experienced the power of physical and mental engagement through mutual support.





除了動態運動外，職員訓練組及全健空間亦提供靜態身心支援，照顧不同員工的需要與喜好。

Beyond dynamic sports, the Corporate Planning and Staff Training Unit and Wellness PLUS Complex also offer static mind-body support to cater to the diverse needs and preferences of employees.



### 煮出全健 Wellness Cooking Session



### 一起搖擺！Swing Dance 體驗 Let's Swing Together! A Swing Dance Experience

### 營造積極正向的團隊文化

為肯定員工的努力與貢獻，本機構設有嘉許制度，每年表揚在各方面表現出色的同事。獎項包括公開表揚、頒發獎狀，並在內部通訊中分享優秀事例，讓員工感受到肯定與鼓勵，並促進正向工作文化。

### Fostering a Positive and Proactive Team Culture

To acknowledge the efforts and contributions of all our colleagues, the Federation has an appreciation system that honours outstanding performances every year. Awards include public recognition, certificate presentations, and sharing best practices in internal communications, helping employees feel valued and fostering a positive work culture.



### 會內獎項

#### Internal Awards



## 培育青年人才 Nurturing Youth Talent

青協秉持「以青年為本」的核心價值，深信每位青年皆具潛能，值得被培育與信任。為配合青年在不同時期的需要和能力，我們建立由會員、義工至領袖的青年會內發展階段（MVL），讓青年得以在活動中探索潛能，在服務中培養責任感，在領導中貢獻所長，為社會帶來正面影響，逐步蛻變為具社會承擔、國際視野和使命感的未來人才。

The Federation's core value and belief is that every young person has potential worth cultivating. To meet the diverse needs of youth, we have established a growth ladder from Members to Volunteers to Leaders (MVL). This framework allows youth to explore their potential through activities, develop a sense of responsibility through service, and contribute their strengths through leadership, ultimately shaping them into future talents with social commitment, global perspectives, and a sense of mission.

### 讓青年成為可持續發展的推動者 Empowering Youth as Agents of Sustainable Change



**會員**  
**Members**

以青年主導、社區為本的理念，培育青年發掘社區需要的能力，鼓勵他們主動參與、運用創意，推動地區回應及深化社區聯繫，醞釀青年在社區建設中的積極角色。

We encourage youth to identify community needs and actively participate with creativity, guided by a youth-led and community-based philosophy. This approach fosters local responses, strengthens community connections, and nurtures their proactive role in community building.



**義工**  
**Volunteers**

透過多元義工項目，讓青年以實際行動建設社會，包括促進跨代共融，強化鄰舍守望的精神，培養持續參與的義工文化，以行動回應社區需要。

We empower young people through diverse projects to make a difference. This includes promoting intergenerational harmony, strengthening neighbourhood spirit, fostering a culture of sustained volunteerism, and responding to community needs through action.



**領袖**  
**Leaders**

持續連繫青年領袖，提供平台促進交流與公共參與，鼓勵他們從實踐中拓展視野，在政策、社會發展及全球議題等層面作出積極貢獻。

We engage with youth leaders, providing platforms for exchange and public participation that encourage them to broaden their horizons through practice and actively contribute to policy, social development, and global issues.



## 會員故事 | Member Story

在賽馬會筭箕灣青年空間，梁希而 (Chloe) 以全職員工身分延續她與青協長達十年的緣分。由中一加入「鄰舍隊」開始，她從迷茫中逐步找到人生方向。

「青協就像我的第二個家，社工是照亮我前路的一盞明燈。」Chloe回憶。她由義工組員成長為活動司儀，並透過「青年導師計劃」將烹飪技能轉化為人生第一份收入，啟發她投身社會服務領域。

如今，她承襲當年社工的精神，帶領新一批「鄰舍隊」成員服務社區。看著年輕學員重走自己的成長軌跡，她深感傳承的意義：「看著眼前年輕的臉龐，就彷彿看到當年的自己。這份工作讓我有機會將曾經接收的溫暖，繼續傳遞給下一代。」

Chloe在青協度過了重要的成長階段，建立了服務社會的價值觀。她承諾將曾接收到的溫暖與指導，言傳身教，讓服務精神延續不息。

Chloe continues her decade long connection with the Federation at the Jockey Club Shau Kei Wan Youth S.P.O.T. as a full-time staff member. She began with the "NEIGHBOURHOOD Team" in Secondary 1, navigating moments of uncertainty that ultimately shaped her life's direction.

"The Federation feels like my second home and I felt that the social workers were able to show me the light at the end of what seemed a dark tunnel," Chloe recalled. She evolved from a volunteer to an activity emcee, and through the "Youth Mentor Programme", turned her cooking skills into her first source of income, igniting her passion for a career in social services.

Today, embodying the spirit of the social workers who guided her, she leads a new generation of "NEIGHBOURHOOD Team" members and manages after-school care services. Watching the younger generation retrace a similar growth journey, she feels moved. "When I see these young faces, I remember my younger self. I now see my current role as helping others as I was helped."

Chloe spent her formative years at The Hong Kong Federation of Youth Groups, where she developed a strong commitment to serving the community. She has pledged to pass on the warmth and guidance she once received to the next generation, ensuring an enduring legacy of service.

**2011** 天瑞青年空間會員  
Member, Tin Shui Youth S.P.O.T.

**2013** 鄰舍隊成員  
Member, Neighbourhood Team

**2023** 賽馬會筭箕灣青年空間青年工作幹事  
Youth Work Officer, Jockey Club Shau Kei Wan Youth S.P.O.T.





## 義工故事 | Volunteer Story

「青協義工服務讓我連繫社區，探索社區每一個角落。」

鄭錦秋 (Walter) 於大學主修公共行政，對本港發展與社區政策尤感興趣。他熱心參與義工服務，透過VNET平台「好義配」及青協各單位累積逾1,000小時義工時數。

加入「全城義工推廣大使」計劃逾三年，Walter接受多元培訓，並與志同道合的朋友走進中小學校園，推廣義工文化。他表示：「親身到訪福利設施比看政策文件更震撼。」透過走訪社區中心，直接接觸服務使用者，讓他更堅定服務社區的初心。

從義工到義工領袖，Walter在VNET高自主環境下，聯同小組員自發策劃社區服務，實踐所學。他憑青協大型活動的經驗及領導能力，通過多項考核，於第十五屆全國運動會（香港賽區）擔任義工隊長，為國家級盛事出力，同時培養領導力。

VNET與青年義工「同行同創」，透過多元義工體驗，協助青年發掘潛能，建立義工發展階梯，展現青年力量與價值。

**"I was connected to the community through my volunteering with the Federation,"** says Walter. A Public Administration major, he is passionate about Hong Kong's development and community policies. Through the VNET (Youth Volunteer Network) platform's "Easy Volunteer" service and various Federation units, he has accumulated over 1,000 volunteer hours.

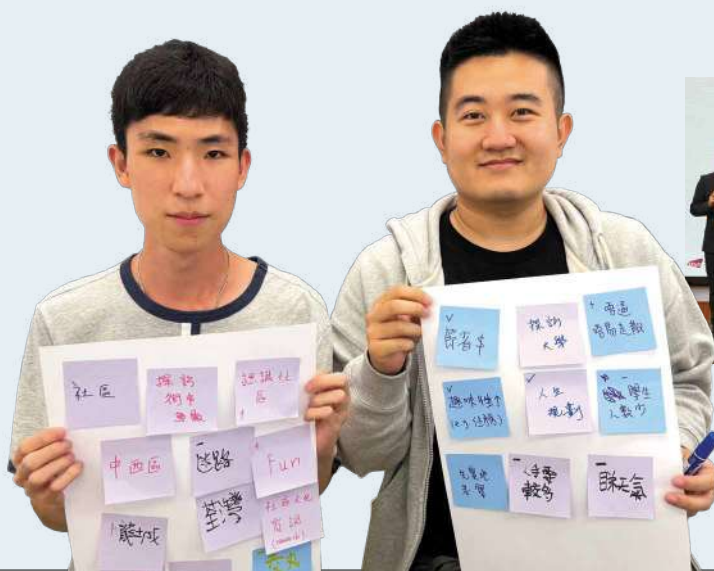
For over three years, Walter has been part of the "Citywide Volunteer Ambassador Programme", receiving diverse training and promoting volunteerism in primary and secondary schools with like-minded friends. "Visiting welfare facilities is far more impactful than reading policy documents," he shared. Direct interactions with service users at community centres have deepened his commitment to service.

Progressing from volunteer to team leader, Walter proactively plans community services within VNET's autonomous environment, applying what he has learned. His experience in large-scale Federation events and strong leadership skills have led him to pass various assessments, and he served as a Volunteer Team Leader for the 15th National Games (Hong Kong Section), contributing to a national event while further honing his leadership abilities.

VNET "walks and creates together" with youth volunteers, helping them discover their potential through diverse volunteer experiences, building a volunteer development ladder, and showcasing the power and value of youth.

**2024** 「好義配」義工嘉許計劃金獎  
HKFYG "Easy Volunteer" Volunteer Service Award - Gold Award

**2025** 「第十五屆全國運動會香港賽區義工計劃」義工隊長  
Volunteer Team Leader, 15<sup>th</sup> National Games Hong Kong Section Volunteer Programme





## 領袖故事 | Leader Story

在香港青年協會《香港200》領袖計劃的培育下，張綽嵐（Vanessa）自中五起展開由社區聆聽到社會創建的成長旅程。這段經歷不僅拓展了她的領袖視野，更讓她成為連結傳統與未來的橋樑。

「起初，我以為領導力只限於熟悉的社區。」Vanessa回憶。透過青協的啟發，她走進聯和墟，聆聽老店背後的世代故事，感受到老店在人情與歷史中的價值。面對急速發展下的挑戰，她決心以行動守護這些社區寶藏。

憑藉企業管治的專業知識及社會創新經驗，Vanessa創立了社會企業「小店寶庫」，以「一脈相承，情繫社區·生活」為理念，推動社區導賞活動。她與團隊每週帶領參加者走訪聯和墟，透過街坊視角分享小店故事，促進店主與公眾的真誠交流。在青協的網絡支持下，Vanessa有機會與政府及業界領袖交流，深刻體會到領導力可跨越社區界限，服務更廣大的香港。

從《香港200》學員到社企創辦人再成為各組織的青年委員，Vanessa的故事印證青協如何培育具社會情懷的創新領袖，為香港未來添上一筆。

Nurtured by our "Hong Kong 200" Leadership Programme, Vanessa began her journey of growth in Secondary 5, transforming her understanding of leadership from a local focus to one that initiates social change.

"Initially, I confined my leadership to familiar communities, which felt secure and safe," she reflects. Inspired by the Federation, Vanessa ventured into Luen Wo Hui, listening to intergenerational stories behind old shops and recognising their value rooted in human connections and history. Faced with the challenges of rapid development, she resolved to protect these community treasures.

Drawing on her expertise in corporate governance and social innovation, Vanessa founded the social enterprise "City's Treasure". Guided by the philosophy of "Shop-based, Legacy Continued, Emotion Rooted in Community Life", she and her team lead weekly community tours in Luen Wo Hui, sharing stories of local shops and fostering genuine interactions between shop owners and the public. With support from the Federation's network, Vanessa has exchanged ideas with government and industry leaders, realising that leadership is something that transcends narrow boundaries and can benefit all of Hong Kong.

From a "Hong Kong 200" participant to a social enterprise founder, Vanessa's story testifies to how the Federation nurtures innovative leaders with social consciousness, enabling traditional shops to sustain their vibrancy in modern society.

**2023** 可持續發展委員會委員  
Member, Sustainable Development Committee of HKFYG

**2025** 青年創研庫社會民生組成員  
Member, Youth I.D.E.A.S. (Society and Livelihood)



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# 實踐環境責任 Planet

青年減碳

Youth Decarbonisation

青協減碳

HKFYG Decarbonisation



我們透過教育、行動及領導，推動青年參與減碳，並在營運中落實各項綠色措施，實踐環境責任。我們承諾將持續改良環境管理，攜手與社會各界回應氣候挑戰，建構更可持續的社區。

We engage youth in decarbonisation through education, action, and leadership, and implement green measures in our operations to fulfill our environmental responsibilities. We are committed to continuously improving our environmental management, collaborating with all sectors of society to address climate challenges, and building a more sustainable community.

## 青年減碳

### Youth Decarbonisation

氣候變化是當前全球面對的迫切危機，其帶來的極端天氣等影響已不容忽視。為緩解氣候問題，國際社會訂立了明確目標，務求將全球氣溫升幅控制在攝氏1.5度以內，並於2050年前實現碳中和。然而，根據世界氣象組織的數據，我們達標的形勢依然嚴峻。

面對氣候變化的挑戰，未來的世界將由今天的青年塑造與承擔。青年不僅是受影響的一代，更是推動改變的關鍵力量。因此，本會推行「青年減碳」策略，旨在培育他們成為可持續發展的推動者，共同參與香港邁向碳中和的進程。

策略以「Learn to Lead, Lead to Change」為核心理念，透過青年主導並動員青年力量，在環境教育、行動實踐及帶領改變三個層面全面培育和啟發他們成為推動可持續發展的領袖，積極參與香港邁向碳中和的進程，攜手建立更美好的生活環境。

Climate change is an urgent global crisis, bringing extreme weather events that can no longer be ignored. To combat this, the international community aims to limit the global temperature rise to within 1.5 degrees Celsius and achieve carbon neutrality by 2050. However, data from the World Meteorological Organisation, reveals a dire situation regarding our ability to meet these targets.

The future of our planet rests on today's youth, who are not only affected by climate change but also essential drivers of change. In response, the Federation has launched a "Youth Decarbonisation" strategy to empower young people as agents of sustainable development, actively participating in Hong Kong's journey towards carbon neutrality.

The strategy is centred on the core concept of "Learn to Lead, Lead to Change". Through youth-led initiatives and mobilising the power of youth, it comprehensively nurtures and inspires them to become sustainable development leaders across three levels: Foundation Education, Sustainability in Action, and Sustainability Leadership, actively participating in Hong Kong's progress towards carbon neutrality and working together to build a better living environment.

## Learn to Lead, Lead to Change

### 行動實踐

#### Sustainability in Action

深化知識，改變行為習慣，實踐個人及社區的可持續生活模式。

Encouraging knowledge expansion, shifting behavioural habits, and embracing sustainable lifestyles both personally and within communities.

### 帶領改變

#### Sustainability Leadership

培訓青年領袖，推動社會倡議，深化減碳行動。

Cultivating youth leaders who advocate for social justice and deepen decarbonisation efforts.

### 環境教育

#### Foundation Education

學習基本知識，認識氣候變化與自身關係，提升環保意識。

Providing essential knowledge about climate change, fostering a personal connection to environmental issues, and enhancing overall awareness.





## 環境教育：建立減碳知識

環境教育是整個減碳與可持續發展策略的起點，旨在提升青年對氣候變化、資源使用及可持續生活的認知與理解。透過教育，青年掌握基本知識，建立價值觀，並認識個人行為與環境之間的關聯。

## Foundation Education: Building Decarbonisation Knowledge

This is the starting point of the entire decarbonisation and sustainable development strategy, aimed at enhancing youth awareness and understanding of climate change, responsible use of resources, and sustainable living. Through education, youth grasp basic knowledge, establish values, and recognise the connection between individual behaviour and the environment.

## 塑膠的第二生命：Recycling Academy「塑膠再生企劃」

### The Second Life of Plastics: Coca Cola's Recycling Academy "Plastic Reborn Project"

#### 計劃伙伴：可口可樂中國有限公司 | Programme Partner: Coca-Cola Hong Kong

「原來膠樽不但可以回收，還可以變成富有藝術感的生活家品！」中五學生阿晴手中拿著的一件由回收膠樽升級再造而成的杯墊，正是她在「塑膠再生企劃」中親手製作的成果。

計劃讓學生在體驗式學習中探索RPET（再生聚酯塑膠）的可能性，從回收物料中發掘創意與價值。除工作坊外，還參觀了本地大型回收設施「塑新生」，親眼見證塑膠如何經過分解、清洗、再造，重獲新生，並將所學製作成「30秒挑戰」短片，在校內及社區分享，讓更多人了解乾淨回收的重要性。

在嘉許禮上，學生不單向公眾分享學習成果，並提出推動校園及社區回收的建議。這不只是一項環保活動，而是一場青年主導的教育活動，不僅讓他們認識塑膠回收的高端技術，更理解自己行為背後的影响力。正如阿晴所說：「我們不單只是回收膠樽，更是改變未來的重要一步。」

"I never knew plastic bottles could be recycled and turned into artistic household items!" said Ah Ching, a Secondary 5 student, holding a coaster she crafted from upcycled plastic. This creation was part of the "Plastic Reborn Project", where students explore the potential of RPET (Recycled Polyester) through hands-on learning, discovering creativity and value in recycled materials.

The programme included engaging workshops and a visit to the local recycling facility, "New Life Plastic", where participants witnessed the fascinating process of plastics being broken down, cleaned, and remanufactured. They produced "30-second Challenge" videos to share their insights, raising awareness about the importance of clean recycling in their schools and communities.

At the awards ceremony, students showcased their learning and proposed innovative ideas for promoting recycling. This initiative went beyond environmental activism; it was a youth-driven educational experience that taught them about advanced plastic recycling technology and the significance of their actions. As Ah Ching put it, "We're not just recycling plastic bottles; we're taking a crucial step toward changing the future."



## 在農莊種出未來：賽馬會氣候智能耕種教育計劃

### Growing the Future at the Farm: Jockey Club Climate Smart Agriculture Educational Project

**捐助機構：香港賽馬會慈善信托基金 | Funding Organisation: The Hong Kong Jockey Club Charities Trust**

「從前我以為種菜一定要靠經驗，但原來現在可以用感應器協助，隨時知道泥土濕度和水分是否足夠，避免浪費資源，真是既創新又方便！」家豪在青協賽馬會有機農莊的午餐時間驚訝地說。他剛完成一場由「賽馬會氣候智能耕種教育計劃」舉辦的低碳廚房DIY工作坊，親手採摘農莊種植的有機蔬菜和製作餃子，了解食物背後的碳足印，一嘗以本地食材實踐低碳飲食。

計劃不只讓他們理解氣候與生活的關係，更從體驗中學習如何透過感應器監測土壤濕度與養分，並以數據決定灌溉及施肥時間與方式，及透過太陽能系統減少對化石燃料的依賴等。

透過低碳飲食、智慧農業及再生能源教育，計劃不僅提升青年對氣候議題的認識，更鼓勵他們在生活中實踐可持續行動。家豪在活動結束時說：「除了懂得如何種好一棵菜，我還認識到怎樣種出更好的未來！」

"I used to think growing vegetables was all about experience, but now I see how sensors can monitor soil moisture and water levels, helping us avoid waste. It's so convenient and eco-friendly!" Ka Ho shared during lunch at the HKFYG Jockey Club Organic Farm. He had just completed a DIY low-carbon kitchen workshop as part of the "Jockey Club Climate Smart Agriculture Educational Project". There, he hand-harvested organic vegetables and made dumplings, gaining insights into the carbon footprint of food and experiencing low-carbon eating with local ingredients.

This programme connects young people to the land and deepens their understanding of how climate affects daily life. During the smart agriculture experience at the farm, students learned how to use sensors to monitor soil moisture and nutrients, using data to decide irrigation and fertilisation timing and methods, thereby reducing resource waste. Ka Ho and his classmates discovered that technology can be a powerful ally, not just in cities but on farms too.

Through lessons on low-carbon diets, smart agriculture, and renewable energy, the programme enhanced students' understanding of climate issues while inspiring sustainable actions in their lives. As Ka Ho remarked at the end of the activity, "Besides learning how to grow a good vegetable, I also learned how to grow a better future!"





## 行動實踐：改變行為習慣

青年在具備環境意識後，開始在個人、學校及社區層面實踐可持續生活方式。這一階段強調「行動」，透過具體參與累積經驗，並在生活中建立低碳文化，改變行為習慣。

## Sustainability in Action: Changing Behaviours and Habits

"This serves as a bridge from knowledge to action. As youth develop environmental awareness, they start practising sustainable lifestyles at individual, school, and community levels. This stage emphasises "action", accumulating experience through concrete participation and establishing an environmental culture in daily life to change behaviours and habits.

### 青年減碳平台 - 校園減碳行動大使計劃

### Youth Decarbonisation Platform – Campus Decarbonisation Ambassador Programme

#### 計劃伙伴：工銀亞洲慈善基金 | Programme Partner: ICBC (Asia) Charitable Foundation

以「讓減碳成為青年生活的一部分」為核心理念，推出了全港首個專為青年設計的數碼化減碳計算平台，讓青年記錄日常行為了解自己減少的碳排放量。內容涵蓋多個生活範疇，包括飲食選擇及出行方式，鼓勵學生在日常中作出環保決策，例如選擇素食午餐或以步行代替短途交通。通過儀表板視覺化累積的碳影響，累積成為集體的環境貢獻。

計劃同時涵蓋校園層面，透過具體行動促進綠色文化在學校中的實踐。200多名學生化身「減碳行動大使」，在校內推動創各項綠色新活動，並響應「低碳飲食月」及「採用電風扇月」，將綠色文化融入日常校園生活。他們不只是參與者，更是推動者，透過師生協作，改變校園的能源使用模式與飲食選擇，讓可持續生活成為集體習慣。

Guided by the core philosophy of "Making decarbonisation a part of youth life", we launched the first digital carbon footprint platform in Hong Kong specifically designed for young people. This platform empowers them to track their daily eco-friendly behaviours in their daily lives, like dietary choices and transportation methods, encouraging sustainable habits, such as choosing vegetarian lunches or walking instead of riding short distances. A visual dashboard transforms their individual actions into a powerful collective impact on the environment.

At the school level, we foster a green culture through tangible actions. More than two hundred students have become "Campus Decarbonisation Ambassadors", leading innovative green initiatives like "Low-Carbon Diet Month" and "Adopt a Fan Month". They are not just participants but champions of change, working alongside teachers to reshape energy use and dietary choices on campus, making sustainable living a shared commitment in their daily lives.



#### 計劃成果

#### Programme Outcomes

**2.7** 百萬公斤  
million kg

累計減少二氧化碳當量排放  
Cumulative CO<sub>2</sub>e Reduction

**200+**

學生擔任計劃大使  
Student Ambassadors

**250,000+**

項個人減碳行動紀錄  
Individual Decarbonisation  
Actions Recorded

**14,000+**

名師生參與校園減碳活動  
Teachers and Students Participating  
in Campus Decarbonisation Activities



## 親子農耕樂

### Parent-Child Farming Fun

#### 計劃伙伴：香港鐵路有限公司 | Programme Partner: MTR Corporation Limited

家庭是培養綠色生活習慣的重要基地。為促進家長與子女共同認識環境保育，本會與青衣城合作推出親子農耕活動，於商場天台打造近4,000平方呎的都市農莊，讓家庭透過定期參與，在市區體驗有機耕種，及了解低碳生活與本地食材對環境的正面影響。

透過親身參與，家長不但能夠和子女一同創造綠色生活的實踐經驗，更在種植的過程中，深化對食物來源與環境關係的理解，促進跨代學習和行為轉變。

活動鼓勵參與家庭於每次收成時捐出20%農作物予有需要人士，將綠色生活與社區關愛連結，達致社會互助之果。

「親子農耕樂」不僅是一項教育活動，更是一個讓家庭由體驗出發，實踐可持續生活的平台。



Families play a crucial role in cultivating green living habits. To enhance parent-child understanding of environmental conservation, the Federation partnered with Maritime Bay, an MTR Corporation shopping mall, to launch a parent-child farming activity, creating a nearly 4,000-square-foot urban farm on the rooftop. This initiative allows families to engage in organic farming and learn about the benefits of low-carbon living and local food through regular participation.

Through hands-on involvement, parents can not only create practical green living experiences with their children but also foster environmental values during the planting process, deepening their understanding of the relationship between food sources and the environment, and promoting intergenerational learning and behavioural change.

The activity also encourages families to donate 20% of their harvest to those in need, linking green living with community care and fostering social mutual aid. "Parent-Child Farming Fun" serves not just as an educational activity but as a platform for families to practice sustainable living together.



#### 帶領改變：增加社會影響力

在累積實踐經驗的基礎上，青年將進一步彰顯領導能力，於校園或社區中擔任領袖角色，通過協作、組織及倡議工作，帶動他人參與可持續行動。青年逐漸由參與者轉化為推動者，促進更多的正面改變。

#### Sustainability Leadership: Increasing Social Impact

Building on accumulated practical experience, young people can demonstrate leadership abilities, taking on these roles in schools or communities, mobilising others to participate in sustainable actions through collaboration, organisation, and advocacy work. Youth gradually transform from participants into facilitators, promoting more positive change.



## 綠色技能提升計劃

### Green Skills Enhancement Programme

#### 計劃伙伴：滙豐銀行慈善基金 | Programme Partner: The Hongkong Bank Foundation

以職業導向方式培育青年成為推動綠色轉型的未來力量。計劃聚焦於填補青年在綠色技能上的知識與實踐缺口，並透過系統化培訓，促進他們在職涯中發揮環保影響力。

計劃採用「基礎培訓」與「行動實踐」雙軌模式，為中學至大專學生提供可持續發展相關知識、技能課程及職場體驗。透過互動講座、技能培訓及業界導師指導，參加者不僅掌握綠色職位所需能力，更能在短期實習及職場影子計劃中累積實戰經驗，提升就業競爭力。

計劃亦拓展至大灣區綠色產業，促成跨境交流與實習機會，並透過社交媒體及教材分享擴大影響力。此項目不僅培育青年成為具備環保視野的職場新力軍，更促進社會在綠色經濟轉型中的持續進步，展現青年在未來職場中帶領改變的關鍵角色。

This programme empowers youth to become champions of the green transition through a career-oriented approach. Addressing knowledge and skill gaps in green practises, it equips young people to make a meaningful environmental impact in their careers.

Utilising a dual-track model of "Basic Training" and "Action Practice", the initiative offers secondary to post-secondary students essential knowledge on sustainable development, skills training, and real-world exposure. Through interactive seminars, hands-on training, and mentorship from industry professionals, participants not only develop the competencies needed for green jobs but also gain invaluable experience via internships and job shadowing, boosting their employability.

The programme also connects with green industries in the Greater Bay Area, facilitating cross-border exchanges and expanding opportunities through social media and shared educational resources. This initiative cultivates a new generation of environmentally conscious professionals and drives societal progress in the green economy, highlighting the vital role youth will play in shaping the future workplace.

#### 計劃成果

##### Programme Outcomes

近 **20,000** 名

青年參加者  
Youth Participants

**100+**

中學及大專院校參與  
Participating Secondary Schools  
and Tertiary Institutions

**6,000+**

訓練時數  
Training Hours

**30** 間  
companies

綠色企業網絡建立  
Established Green Enterprise Network

**160** 個

實習崗位予參加者  
Internship Placements Provided



## 基於自然大網仔生物多樣性推廣項目：培育青年生態保育領袖 Nature-based Tai Mong Tsai Biodiversity Promotion Programme

### 計劃伙伴：環境及自然保育基金 | Programme Partner: The Environment and Conservation Fund

環境及自然保育基金資助基於自然大網仔生物多樣性推廣項目，以推廣生物多樣性為主題及目標。透過項目，增加公眾與大自然的連結度，由紅樹林生態導賞開始拓寬視野認識生態系統、深化參加者對生物多樣性、環境保育及可持續發展的認識及關注度，及後身體力行，支持和實踐生物多樣性推廣和保育工作。透過證書認證、實地經驗和藝術共創，激勵青年從認知走向行動。本會將持續拓展自然為本的教育項目，深化青年在生物多樣性保育中的角色，同心共建人與自然和諧共融的可持續未來。

Esther在參與導賞員培訓後表示：「這是一個整全的訓練，策劃及參與教學的人都有豐富的專業知識和對環境教育的熱誠，令我獲益良多，及更有信心參與導賞員工作。」我們期望將來有更多資源對外宣傳有關保育項目，使更多青年及公眾認識有相似的生態導賞活動。項目得到參加者們的肯定，絕對是對團隊工作的鼓勵，亦為團隊於環保教育及領袖培訓工作上累積了寶貴的經驗。

The Environment and Conservation Fund sponsors the Nature-based Tai Mong Tsai Biodiversity Promotion Programme, aimed at enhancing public connections with nature and promoting biodiversity. Starting with mangrove eco-tours, participants expand their understanding of ecosystems, biodiversity, environmental conservation, and sustainable development. They then take action to support these efforts through certification, hands-on experiences, and collaborative art, inspiring youth to engage actively.

The Federation will continue to develop nature-based educational projects, reinforcing the role of youth in biodiversity conservation and fostering a sustainable future where humans and nature coexist harmoniously.

After participating in the docent training, Esther shared: "This is a comprehensive training programme. Both the organisers and participants possess extensive professional knowledge and a passion for environmental education, which has benefited me greatly and given me more confidence to engage in docent work." We hope to secure more resources in the future to promote conservation projects, enabling more youth and the public to learn about similar eco-tour activities. The participants' affirmation of the project is a great encouragement to the team and has provided valuable experience in environmental education and leadership.

### 計劃成果 Programme Outcomes

超過 **180,000** 人次  
Over  
參與項目  
Attendances in the Project

舉辦 **250+** 節  
More Than  
活動  
Activities Organised

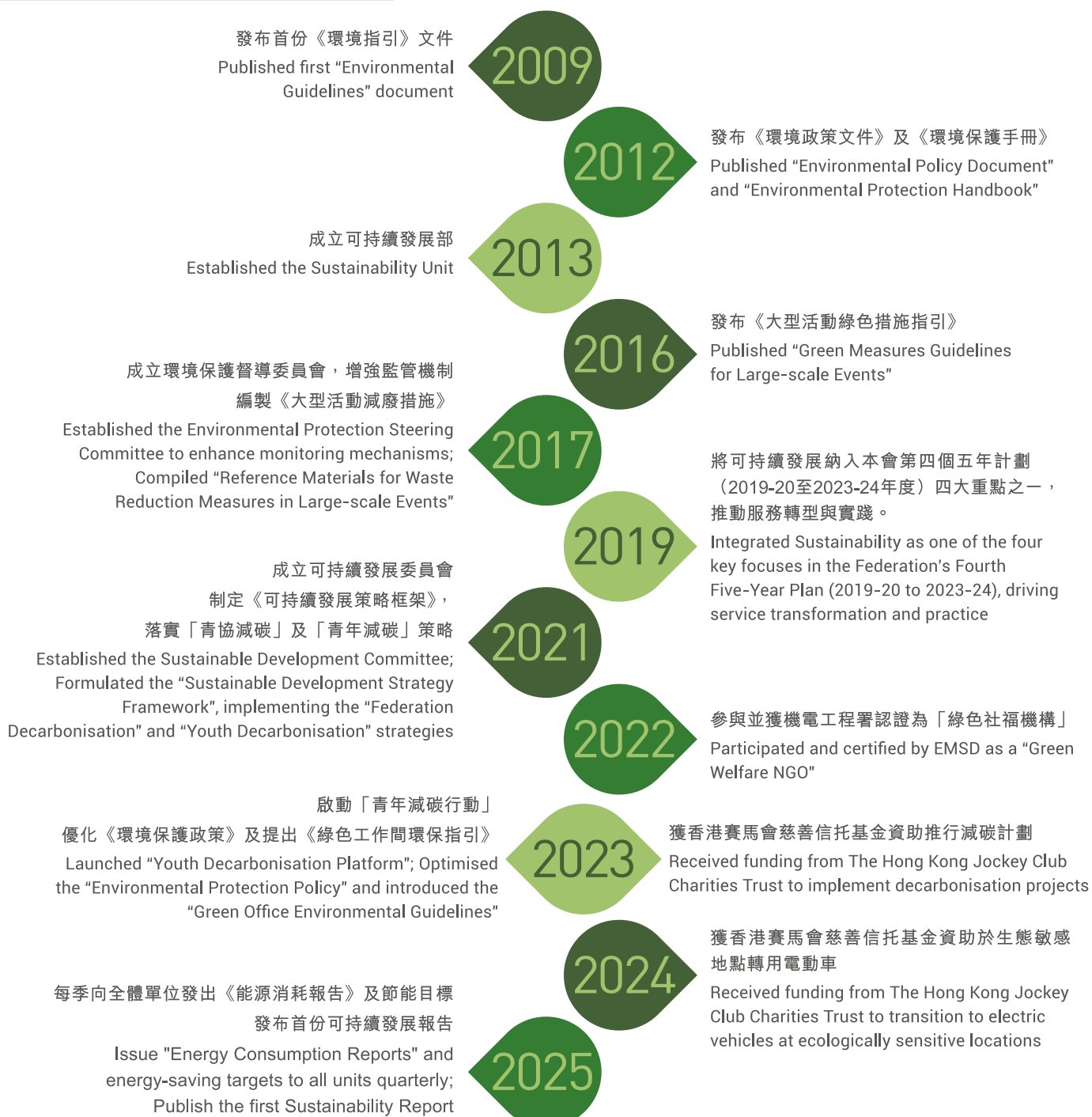




在推動青年減碳的同時，本會亦積極承擔自身的減碳責任。我們深信，鼓勵青年參與氣候行動的同時，機構本身亦需以身作則，積極在服務運作中推動減碳轉型，並將氣候韌性納入服務規劃。從機構管治到社區實踐以全面落實氣候行動，建構應對氣候挑戰的集體能力，方能為下一代建造可持續的未來。

Apart from promoting youth decarbonisation, the Federation also actively assumes its own decarbonisation responsibilities. We firmly believe that while encouraging youth participation in climate action, the organisation itself must lead by example. This includes actively transforming our service operations to promote decarbonisation and integrating climate resilience into our planning. By implementing climate action across governance and community practices, we can build collective capacity to tackle climate challenges and create a sustainable future for the next generation.

## 我們的減碳歷程 Our Decarbonisation Journey



## 環境保護政策

為致力推動環境可持續發展，本會設有《環境保護政策》及《綠色工作間管理指引》，全面落實環境保護措施。政策涵蓋多個範疇及列出多項實務措施，包括推行無紙化辦公室、減少使用即棄塑膠、採用節能設備、設置回收設施，以及鼓勵綠色採購與重用物資。

## Environmental Protection Policy

Committed to promoting environmental sustainability, the Federation has established an "Environmental Protection Policy" and "Green Office Management Guidelines" to implement environmental protection measures comprehensively. The policy covers multiple areas and lists various practical measures, including promoting paperless offices, reducing single-use plastics, adopting energy-saving equipment, setting up recycling facilities, and encouraging green procurement and material reuse.

### 本指引涵蓋五大核心範疇 This Guideline Covers Five Core Areas

透過廢物分類與減量措施降低環境負荷 Reducing environmental load through waste separation and reduction measures

推行節約用電方案以提升能源使用效率 Implementing electricity conservation schemes to enhance energy use efficiency

將可持續採購原則納入供應鏈管理 Incorporating sustainable procurement principles into supply chain management

維持優良的室內空氣品質 Maintaining good indoor air quality

落實大型活動的減廢方案 Implementing waste reduction solutions for large-scale events

本會亦會定期檢視政策成效，確保環保工作持續優化，承諾遵守環保法例，推動低碳生活。透過教育、培訓及跨部門協作，提升員工及青年對環保的認識與參與，與青年攜手邁向碳中和目標。

The Federation will regularly review policy effectiveness to optimise environmental efforts, comply with legislation, and promote low-carbon living. Through education, training, and cross-departmental collaboration, we enhance environmental awareness and participation among staff and youth, working together towards carbon neutrality.

在採購工作方面，除考慮最佳效益外，本會亦從「價格競爭力、環境表現、社會責任」三方面進行綜合評估，全面審視供應商的資質與表現。此策略不僅提升採購透明度與效益，更體現我們對保護環境的積極回應。透過優先考慮具環保認證、低碳排放及可回收特性的產品與服務，有效減少對環境的碳足跡，推動綠色文化，實踐可持續發展目標。

In procurement, the Federation prioritises best value while conducting thorough evaluations based on price competitiveness, environmental performance, and social responsibility. This strategy enhances transparency and effectiveness, demonstrating our commitment to environmental protection. By prioritising products and services with environmental certifications, low emissions, and recyclable features, we effectively reduce our carbon footprint, promote a green culture, and advance sustainable development goals.

## 我們的碳排放

為進一步提升環境數據管理的精確度與透明度，本會正持續改良溫室氣體排放數據的收集與匯報機制，盡力完善範圍一、二與三的碳排放核算方法和管理。縱然我們面對服務點龐大且分散、數據異構及有限資源等挑戰，仍致力在能力範圍內逐步建立更完善的碳數據管理框架。

## Reducing Our Carbon Emissions

To enhance the accuracy and transparency of environmental data management, the Federation is optimising the collection and reporting mechanisms for greenhouse gas emissions, focusing on improving accounting for Scope 1, 2, and 3 emissions. Despite challenges like numerous service points, heterogeneous data, and limited resources, we are committed to gradually establishing a stronger carbon data management framework.

碳排放數據  
(以噸二氧化碳當量計)  
Carbon Emission Data  
(in tonnes of CO<sub>2</sub>e)

直接碳排放量(範圍一)  
Direct Carbon Emissions (Scope 1)

6.23 tCO<sub>2</sub>e

間接碳排放量(範圍二)  
Indirect Carbon Emissions (Scope 2)

3,422.94 tCO<sub>2</sub>e

其他間接碳排放量(範圍三)  
Other Indirect Carbon Emissions (Scope 3)

84.33 tCO<sub>2</sub>e



## 節約能源

協會的溫室氣體排放主要來自電力消耗（範圍二排放），其中空調及照明系統為最大能源消耗源。本會轄下的營地、青年空間、媒體中心及辦公室等設施，均普遍服務時間長、多功能室使用時段不固定。為有效管理這些場所的能源消耗及減少碳足跡，我們正全面且分階段地更新各項相關設備。

## Energy Conservation

The Federation's greenhouse gas emissions mainly stem from electricity consumption (Scope 2), particularly from air conditioning and lighting. Our facilities, including campsites and offices, have irregular service hours and diverse usage, prompting a phased renewal of energy-related equipment to manage consumption and reduce our carbon footprint.

### 更換LED燈及冷氣系統 | Upgrading LED Lights and Air Conditioning

在節能方面，本會分別獲機電工程署及香港賽馬會慈善信託基金支持，為多個青年空間、營地及辦公室進行LED照明及冷氣系統升級，相關設施的能源使用有效率顯著提升。預計參與單位成功較上年同期減少最少10%的電力消耗，有效降低範圍二碳排放。

Supported by the Electrical and Mechanical Services Department and The Hong Kong Jockey Club Charities Trust, we are upgrading LED lighting and air conditioning in various Youth S.P.O.Ts and offices. These enhancements are expected to reduce electricity consumption by at least 10% compared to last year, lowering Scope 2 emissions.

### 於活動場所安裝智慧能源管理及監控系統 | Installing Smart Energy Management Systems

為應對活動場所中或出現因人手監控困難或出現人為操作錯誤，造成不必要的電力消耗的問題，我們將本年定為首階段，在24個場地安裝智慧能源管理及監控系統，全面引入科技以提升能源管理效能。系統由感測器、網關及智能平台組成，透過佔位感應器、自動調節空調與照明系統，並關閉閒置設備等方法，減少不必要的能源浪費。員工亦可透過流動應用程式，遙距監控設備運作，減少對現場人手的依賴。

此外，系統設有即時監察功能，能視覺化能源使用情況，並透過數據分析識別異常模式，例如設備故障或不尋常的使用情況，從而及時維修，避免額外消耗。

這些數據亦將用於未來的能源與碳審計，支援制定更精準的減排目標。這不僅能提升操作效率，更為本會推動數碼化節能策略及低碳營運奠定基礎。

This year, we are introducing smart energy management systems in 24 venues to minimise unnecessary electricity use due to monitoring challenges. The system includes sensors, gateways and an intelligent platform that automatically adjusts lighting and air conditioning, shutting down idle equipment to reduce energy waste. Staff can monitor equipment remotely via a mobile app, decreasing reliance on on-site personnel.

Furthermore, the system features real-time monitoring capabilities, visualising energy usage and identifying abnormal patterns, such as equipment malfunctions or unusual usage, through data analysis, enabling timely maintenance and avoiding additional consumption.

This data will also be used for future energy and carbon audits, supporting the setting of more precise emission reduction targets. This not only improves operational efficiency but also lays the foundation for the Federation's promotion of digital energy-saving strategies and low-carbon operations.



這些計劃是我們長期氣候行動策略的重要一步，期待在未來報告中分享具體成果，向社會展現非牟利機構在減碳方面的示範作用。我們相信這些實質措施，配合持續的員工節能培訓，將在所有服務單位培養可持續發展文化。

These plans are a crucial part of our long-term climate action strategy. We look forward to sharing specific outcomes in future reports, highlighting the exemplary role of non-profit organisations in decarbonisation. We believe these measures, along with ongoing staff energy conservation training, will cultivate a culture of sustainable development across all service units.

**7,621,030 兆瓦時**  
**MWh**  
總能源消耗量  
**Total Energy Consumed**

**7,036.96 千瓦時/員工**  
**kWh/Employee**  
總用電強度  
**Total Power Intensity**

### 綠色運輸

道路運輸佔香港碳排放總量近20%，為響應政府《電動車普及化路線圖》及2035年全面淘汰燃油私家車的政策目標，本會自2023年起逐步引入電動車輛，積極推動綠色運輸轉型。

至2024年，在香港賽馬會慈善信託基金的慷慨支持下，將本會車輛陸續轉換為電動車，包括3輛輕型貨車及2輛私家小型巴士，並於相關服務場所設置專用充電設施。此項目不僅是營運設備的升級，更是一項具教育意義的示範，讓青年親身體驗電動車的實際應用，提升對低碳生活的認識與參與。

透過此計劃，本會不但減少交通排放，亦進一步強化可持續發展的實踐，為社區推動綠色轉型作出貢獻。

### Green Transport

Road transport accounts for nearly 20% of Hong Kong's total carbon emissions. In response to the government's "Hong Kong's Roadmap on Popularisation of Electric Vehicles" and the policy objective to phase out fuel-propelled private cars by 2035, the Federation has been progressively introducing electric vehicles since 2023, actively promoting the green transport transition.

Since 2024, with support from The Hong Kong Jockey Club Charities Trust, the Federation has been conversing its remaining fleet to electric vehicles, including three light goods vehicles and two private light buses, and installed dedicated charging facilities at the relevant service locations. This initiative not only upgraded our operations but also served as an educational tool, allowing youth to experience electric vehicles first-hand and increasing their awareness of low-carbon living.

Through this scheme, the Federation reduces transport emissions and reinforces sustainable development, contributing to the community's green transition.



**5 架**  
本會電動車數量  
**Number of Electric Vehicles**

**3 架**  
本會燃油車數量  
**Number of Fuel-powered Vehicles**

**8 架**  
總車輛數量  
**Total Number of Vehicles**

**3**  
本會充電站數量  
**Number of EV Charging Stations**



## 廢物管理

廢物所造成的環境負擔不容忽視，不僅加劇堆填區壓力，亦增加碳排放與資源浪費。於日常營運及活動中，若未能妥善管理廢棄物，將影響空間使用效率與可持續發展進程。

實行源頭減廢（Reduce）、循環再用（Reuse）和有效回收（Recycle）是我們在廢物管理工作的核心。為避免不必要的資源投入與浪費，協會已全面推行多項具體措施，包括：服務單位已設置回收角、以電子申請表及「無紙會議」取代紙本流程、鼓勵雙面影印及重用信封，減少紙張使用；在塑膠方面，包括要求自備購物袋、避免使用即棄餐具及過度包裝，以減少一次性物料的消耗。

為減輕前線同事負擔及更有效掌握廢物情況與回收量，回收工作由中央統籌，涵蓋廢紙回收及與「綠在區區」合作，協助地區單位處理回收物資。透過內部資源調配，將可再用物品重新分配至有需要的單位，延長物品使用壽命，減少不必要的棄置，促進物資循環再用，深化減廢文化的實踐。

最後由可持續發展部負責監察與記錄，以便識別問題、改良流程及支援碳審計工作。這些措施不僅回應環境挑戰，更為營運注入可持續元素，推動綠色轉型。

## Waste Management

The environmental burden of waste exacerbates landfill pressure, increases carbon emissions, and waste resources. Poor waste management from daily operations can hinder space efficiency and sustainable development.

Implementing waste reduction at source, effective recycling, and reuse, the Federation has fully implemented multiple specific measures, including: setting up recycling corners in service units; replacing paper-based processes with electronic application forms and "paperless meetings"; and encouraging double-sided printing and reusing envelopes. Also, included are using own shopping bags, avoiding single-use utensils and excess packaging.

To alleviate the burden on frontline colleagues, recycling work is centrally coordinated, in collaboration with "GREEN@COMMUNITY". We also redistribute reusable items to units in need, so to extend product lifespans and reduce disposal.

The Sustainability Unit monitors and records data to identify issues, optimise processes, and support carbon audits. These initiatives tackle environmental challenges while embedding sustainability into our operations and driving the green transition.

### 廢物管理措施：六大範疇 Waste Management Measures: Six Key Areas



源頭減廢

Waste Reduction  
at Source



有效回收

Effective  
Recycling



循環再用

Reuse



中央統籌

Centralised  
Coordination



內部資源調配

Internal Resource  
Reallocation



監察與記錄

Monitor & Record

17,038 公斤  
kg

回收可再生物料量（廢紙）

Quantity of Recyclable Materials  
Recovered (Waste Paper)

84.33 噸二氧化碳當量  
tonnes CO<sub>2</sub>e

有效減少溫室氣體排放  
Effective Reduction in  
Greenhouse Gas Emissions

2,158 棵  
trees

相當於種植樹木量（以幼苗計算）  
Equivalent Number of Trees  
Planted (based on saplings)



## 青年鄰舍節2025：大型活動的減廢和低碳實踐

### Neighbour Fest 2025: Waste Reduction and Low-Carbon Practices in Large-scale Events

舉辦大型活動往往涉及大量的物資使用、人流管理及能源消耗，若未有妥善規劃，容易造成資源浪費與碳排放上升。為回應環境挑戰並落實可持續發展理念，青年鄰舍節2025成為本年度重點示範項目，不惜在財務上投入資源，以確保活動能夠全面跟隨低碳原則，彰顯我們對保護環境的堅定承諾。

Organising large-scale events typically involves significant material use, crowd management, and energy consumption. Without proper planning, this can easily lead to resource wastage and higher carbon emissions. In response to these challenges, Neighbour Fest 2025 has become a key demonstration project. We invested resources to ensure the event adheres to low-carbon principles, underscoring our commitment to environmental protection.

活動日期  
Event Date **24 – 26/1/2025** (三天)  
(3 days)

**18,000+** 人次  
attendees

#### 低碳飲食 Low-Carbon Diet

- 提供一半素食菜單  
50% vegetarian menu options
- 不提供紅肉食物  
No red meat provided
- 鼓勵重用自助餐盤  
Encouraged reuse of buffet plates

#### 減廢回收 Waste Reduction & Recycling

- 使用可重用餐具  
Used reusable tableware
- 提供冷暖水機  
Provided chilled & warm water
- 設統一廢物棄置點及回收站  
Designated unified waste disposal points & recycling stations
- 剩食打包  
Food leftovers packing
- 廚餘回收  
Food waste recycling

#### 社區參與 Community Engagement

- 招募環保義工  
Recruited environmental volunteers
- 為全體員工及青年進行活動前培訓  
Conducted pre-event training for all staff and youth
- 設教育攤位，指導正確分類方法  
Set up educational booths teaching correct sorting methods

#### 我們的成果 Our Outcomes

**10,000+** 枝  
bottles

節省塑膠樽裝水  
Plastic Bottled Water Saved

**200** 公斤  
kg

避免塑料廢物  
Plastic Waste Avoided

**220** 公斤  
kg

棄置物回收量  
Waste Disposed Sent  
For Recycling

**567** 公斤  
kg

廚餘回收量  
Food Waste Recycled

**63**

環保義工人數  
Environmental  
Volunteers

**200+**

出席培訓之員工及青年數量  
Staff & Youth Attended  
Training





## 可再生能源

可再生能源是本會減少碳排放及推動清潔能源承諾的重要部分。過去數年，我們已於中、小學校舍安裝並投入使用太陽能發電系統，為校園提供穩定的可再生能源來源，並作為環境教育的實體示範場地。

本會另獲香港賽馬會慈善信託基金贊助，將太陽能發電系統擴展至更多設施，特別聚焦於青年空間及戶外活動場所，以進一步推動低碳轉型及環境教育。未來的安裝工作將汲取現有系統的運作經驗，包括改良太陽能板的角度與配置，以更有效地適應香港的氣候條件，提升整體發電效能。

太陽能系統發電量：  
Solar System Electricity Generated:

19,382 千瓦時  
kWh



## Renewable Energy

Renewable energy is a vital part of the Federation's commitment to reducing carbon emissions and promoting clean energy. Over the past few years, we have installed and operationalised solar power generation systems in campsites, primary and secondary schools, providing a stable source of renewable energy for the premises and serving as physical demonstration sites for environmental education.

Thanks to the generous donation from The Hong Kong Jockey Club Charities Trust, the Federation is actively conducting research, planning to extend solar power generation systems to more facilities, particularly focusing on Youth S.P.O.Ts and outdoor activity venues, to further promote the low-carbon transition and environmental education. Future installations will draw on the operational experience of existing systems, including optimising the angle and configuration of solar panels to better adapt to Hong Kong's climate conditions and enhance overall power generation efficiency.



## 水資源

本會致力於將節水理念貫徹於日常營運，持續推動水資源的有效管理。透過安裝節水器具、改良清潔流程及定期監測用水量，積極降低對水資源的依賴與負荷。在設施管理方面，我們持續檢視用水系統，尋找改善空間，包括修補漏水裂縫、分階段安裝節水裝置（例如水龍頭、沐浴花灑等），以提升整體用水效率。另外，本會所有服務及營地運作均嚴格遵守《水污染管制條例》（第358章）及相關環保法例的要求，確保污水排放不對環境造成影響。特別在營地設有污水處理設施，定期進行水質檢測，以確保排放水質符合政府規定的標準。我們亦持續監察污水處理系統的運作情況，並按需要進行維修及改良，致力減少對自然水體的潛在影響。

透過上述措施，我們會不斷改良水資源使用模式，進一步提升營運效率、減少資源浪費。

## Water Resources

The Federation is dedicated to water conservation in its daily operations, promoting effective resource management. We installed water-saving devices, optimised cleaning procedures, and monitored consumption to reduce reliance on water resources. Facility management included reviewing water systems to fix leaks and implement water-saving fixtures, like taps and showerheads, in phases, enhancing overall efficiency. Furthermore, all of the Federation's services and camp operations strictly comply with the requirements of the Water Pollution Control Ordinance (Cap. 358) and other relevant environmental regulations, ensuring that wastewater discharge does not adversely impact the environment. Specifically, our camps are equipped with sewage treatment facilities, and regular water quality tests are conducted to ensure that the discharged water meets government standards. We also continuously monitor the operation of the sewage treatment systems and carry out necessary maintenance and improvements to minimise potential impacts on natural water bodies.

Through these measures, we will continually optimise water use patterns, improving operational efficiency and minimising waste.

## 水資源管理與減塑行動 | Water Resource Management and Plastic Reduction

本會營地獲屈臣氏蒸餾水支持，引入高效智能斟水機，以創新模式推動水資源管理及減塑行動。此項設施升級不僅有效替代傳統瓶裝水使用，亦重塑員工及訪客的用水習慣，實現「源頭減廢」與「低碳營運」的雙重目標。

飲水機直接連接營地供水管網，透過多級過濾系統即時提供可安全飲用的純水，減少塑膠水桶的運輸與更換所產生的碳足跡。設施亦配備智能計算顯示板面，即時顯示累積減碳成效，將環保概念轉化為具體行動，提升使用者的環保意識。

Supported by Watsons Water, our campsites have introduced high-efficiency smart water dispensers to manage water resources and reduce plastic usage. This facility upgrade replaces traditional bottled water and reshapes water habits among staff and visitors, achieving both "waste reduction at source" and "low-carbon operation".

The water dispensers are directly connected to the campsites' water supply network, providing instantly safe drinking water through a multi-stage filtration system, reducing the carbon footprint associated with the transport and replacement of plastic water bottles. Equipped with smart display panels, they show real-time decarbonisation impacts, transforming environmental protection into concrete action and raising awareness.



46,428 枝  
bottles (500mL)

成功減少膠樽量

Successfully Reduced Number of Plastic Bottles (500mL)

6,751 公斤二氧化碳當量  
kg CO<sub>2</sub>e

換算減碳成果

Converted Decarbonisation Outcome

### 生物多樣性

生物多樣性是人類賴以生存的重要基礎，其急速流失已成為繼氣候變化後全球最嚴峻的環境挑戰。本會積極回應《生物多樣性公約》的倡議，透過有機農場棲地營造和保護海岸生態行動等，將保育理念轉化為具體實踐。保護自然生態不僅是履行國際責任，也是為下一代建構宜居未來的核心承諾。

### Biodiversity

Biodiversity is essential for human survival, and its rapid decline is a major global challenge. The Federation actively supports The Convention on Biological Diversity by translating conservation concepts into action through habitat creation in our organic farm and coastal ecosystem protection. Protecting natural ecology fulfils our international responsibilities and is a core commitment to ensuring a liveable future for the next generation.

### 青協賽馬會有機農莊：打造生物多樣性綠洲

#### HKFYG Jockey Club Organic Farm: Creating a Biodiversity Oasis

青協賽馬會有機農莊位於大欖郊野公園，佔地逾160,000平方呎，是香港少數以土壤耕作方式營運的有機農場。毗鄰自然保護區的地理優勢，使農莊成為城市與自然的生態節點，吸引多樣物種棲息與繁衍。農莊堅持不使用化學農藥與合成肥料，專注土壤保育與生態平衡，營造有利生物多樣性的環境。

有機耕作模式為多種生物提供棲息空間，吸引授粉昆蟲如蜜蜂與蝴蝶，促進作物生長及維持生態鏈。農莊利用鄰近河背水塘灌溉，減少能源消耗與水源污染，保護周邊生物棲息環境，展現有機農業在都市推動生物多樣性與可持續發展的潛力。

The HKFYG Jockey Club Organic Farm, located near Tai Lam Country Park and covering over 160,000 square feet, is one of the few soil-cultivated organic farms in Hong Kong. Its proximity to a nature conservation area allows it to connect urban areas with nature, supporting diverse species' habitats and reproduction. The Farm practices chemical-free farming, focusing on soil conservation and ecological balance, creating an environment conducive to biodiversity. This low-interference model provides habitat for pollinators like bees and butterflies, promoting natural crop growth and maintaining ecological balance.

Using the nearby Ho Pui Reservoir for irrigation reduces energy consumption and prevents chemical runoff, protecting local water sources and habitats. These practices address climate challenges and showcase the potential of organic agriculture to promote biodiversity and sustainable development in Hong Kong's urban environment.



# 32,077 斤 Catty

農莊全年農作物的總數量  
Total Annual Crop Yield of  
Organic Farm

美國農業部有機標準認證  
香港有機資源中心認證  
USDA Organic & HKORC-Cert

農莊已獲得的有機認證  
Organic Certifications held by  
Organic Farm

## 賽馬會西貢戶外訓練營：人與自然的和諧共融

### Jockey Club Sai Kung Outdoor Training Camp: Harmonious Coexistence of People and Nature

賽馬會西貢戶外訓練營位於西貢郊野公園與海岸之間，地處大網仔河口，擁有紅樹林、海岸線及林地等多樣自然生境，孕育豐富生物多樣性。營地設計考慮生態環境，致力減低對自然的影響。

為保育生物多樣性，營地採用電動車及節能設備、定期記錄樹木與物種數量，並推動低干擾戶外活動，讓參加者親近並學習尊重大自然。

協會與本地環境教育組織合作，將營地發展為生物多樣性教育平台，培訓青年推廣生態知識。紅樹林調查記錄52種海岸生物，包括紅樹、蟹類、鳥類及魚類等。協會將持續推動生態紀錄與教育，深化本地保育工作。

The Jockey Club Sai Kung Outdoor Training Camp is located between Sai Kung Country Park and the Sai Kung Sea in Tai Mong Tsai, featuring diverse habitats such as mangroves, coastline, and woodland that support rich biodiversity. The camp's design prioritises ecological considerations to minimise operational impacts on nature.

In response to the responsibility of biodiversity conservation, the camp has implemented multiple measures, including using electric vehicles and energy-efficient appliances to reduce carbon emissions, regularly recording the number of trees and species within the camp boundaries, and promoting low-interference outdoor activities, allowing participants to learn to respect nature while getting close to it.

In recent years, in collaboration with local environmental education organisations, the Federation has developed the camp into a biodiversity education platform, training youth leaders to promote ecological knowledge and outdoor environmental principles. Recent mangrove surveys, supported by experts, documented 52 species of coastal organisms, including mangroves, coastal plants, crabs, gastropods, bivalves, birds, fish, and barnacles. The Federation will continue biodiversity recording and educational promotion and looks forward to collaborating with various sectors to deepen the research and conservation of local ecological value.



# 174 棵 trees

達到至少5米的樹木  
Trees Reaching At Least  
5 Metres in Height

# 21 棵 trees

未達到5米的樹木  
Trees Not Yet Reaching  
5 Metres in Height

# 196 棵 trees

樹木總數量  
Total Number of Trees

# 52 種 species

紀錄的海岸生物  
Recorded Coastal  
Species

## 我們對生物多樣性的評估和保護

### Our Assessment and Conservation of Biodiversity

控制人流進出自然區域，避免過度干擾生態環境  
Regulate visitor access to natural areas to  
minimise ecological disruption

嚴格控制位於生態敏感地帶的營地及農莊的廢水排放質量  
Maintain strict control over wastewater discharge  
quality from camps and the farm located in  
ecologically sensitive zones

定期為生態物種/植物進行點算與健康檢查  
Conduct regular recording, and health  
assessments of species/ flora

持續進行環境教育與社區參與活動  
Implement ongoing environmental education  
and community engagement initiatives

設立生態緩衝區與保護區域  
Establish ecological buffer zones  
and designated protected areas

\_\_\_\_\_

\_\_\_\_\_

\_\_\_\_\_

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# 邁向社會繁榮 Prosperity

促進全健發展

Promoting Holistic Development

提升數碼技能

Enhancing Digital Skills

推動社會參與

Facilitating Youth Participation

賦予優質教育

Delivering Quality Education



我們相信青年是推動社會創新與繁榮的重要力量。透過多元合作模式及具前瞻性的項目設計，本會培育青年積極參與社區建設，並持續凝聚資源，攜手實踐可持續城市與社區的願景。

We believe that youth are a vital force for driving social innovation and prosperity. The Federation fosters their active involvement in community building through diverse collaborations and pioneering programmes, collectively realising the vision of sustainable cities and communities.

## 促進全健發展 Promoting Holistic Development

### 青年全健師 守護社區身心健康

曾經歷情緒低谷的吳芷瑩(阿Ta)，深切理解情緒困擾的挑戰。一次偶然的機會，她參加了青協的情緒健康培訓課程，在課堂與實習中，她不僅學會了如何照顧自己的情緒，更深刻體會到「接住他人情緒」的意義，一種深層的陪伴與承載。這份體會讓她決定繼續走下去並進一步接受培訓，成為「全健經理」，學習如何透過社會處方，為有需要的人建立行動計劃，連結社區資源，重拾生活的掌控感。

這段歷程不只改變了她的視野，更成為她職涯的轉捩點。原本是一位建築師的她，毅然轉投助人行業，成為情緒熱線工作員，並進修輔導學碩士，以專業裝備自己，回應社會的需要。

阿Ta的故事告訴我們：青年不只是被動的受助者，他們有能力、有意願，成為推動社會健康的力量。只要有一個讓他們探索、成長、轉型的平台，他們就能由內而外，蛻變成為社區的同行者。

正是因為有這樣的平台，為無數像阿Ta一樣的青年，鋪設一條從自我實現走向社會貢獻的道路。

### Empowering Youth Wellness Practitioners: Champions of Community Well-Being

Having faced own emotional lows herself, Ah Ta intuitively understands the struggles of emotional distress. A chance opportunity led her to participate in the Federation's emotional wellness training course, which changed everything for her. Through classes and internships, she learned to not only to care for her own emotions but also discovered the profound impact of "emotional contagion", a deep form of accompaniment and support that comes from truly accompanying others.

This realisation ignited her passion for helping others, leading her to become a "Wellness Manager". She learnt how to use social prescribing to create action plans for others in need, connecting them with community resources and helping them regain a sense of control over their lives.

Ah Ta's journey not only changed her perspective, but became a turning point in her career. Once an architect, she switched to a helping profession, becoming an emotional support hotline worker and pursuing a degree in Counselling to better meet societal needs professionally.

Ah Ta's story shows us that young people are not just passive recipients of aid; they have the capacity and willingness to drive societal health. When given a platform to explore, grow, and transform, they can transform into vital companions in their communities.

It is platforms like these that bridge the gap between self-actualisation and social contribution for countless youth like Ah Ta.



### 全健綜合大樓 | Wellness PLUS Complex

是全港首個專為青年而設的綜合健康管理設施，聚焦心理健康、營養與運動三大範疇，推廣全人健康理念。設施引入創新的「社會處方」個案服務，由全健經理陪伴青年訂立個人化健康方案，支援其生理、心理及社交需要。大樓亦致力培育青年健康人才，提供培訓與實習機會，讓他們成為「青年全健師」，在社區、學校及企業推廣健康生活。



Hong Kong's first integrated health management facility dedicated to youth, the Complex focused on three key areas – mental health, nutrition, and sports – to promote holistic wellness. It features innovative "Social Prescribing" services, where Wellness Managers help young people create personalised health plans that address their physical, psychological, and social needs. The Complex is also committed to nurturing new talent and leadership, by providing training and internship opportunities to "Youth Wellness Practitioners" promoting healthy living in communities, schools, and businesses.

# 393

活動數目  
No. of Activities

# 54,049

服務人次  
Service Attendances



## 會飛大象 以藝術開啟正向大門

「站在四千人注目的舞台上，燈光打亮的那一刻，我發現自己不再是最初那個連說話都害怕的少年。」雷詠天（Vince）回憶起首次站在伊利沙伯體育館舞台表演的時光。這個曾因音域低而感到自卑的少年，如今已是校內無伴奏合唱樂團的團長，而這場蛻變的起點，正是青協「會飛大象」青年正向思維啟迪計劃。

起初，Vince因聲線低沉無法演唱高音部，總覺得自己的聲音在合唱中無足輕重。然而，透過導師們持續肯定低音聲部的獨特價值，他逐漸在音樂裡建立正向價值觀。

Vince以獨特的比喻他與青協的關係：「青協就像教小鳥飛翔的母鳥——當她確認你已掌握振翅的基本技能，便會鼓勵你離開巢穴，探索更廣闊的天空。你會發現自己原來真的能飛。」這個充滿詩意的描述，恰如其分地捕捉了計劃的精髓：提供安全的試飛空間，卻不忘賦予翱翔的勇氣。如今他已跟其他計劃成員組成無伴奏合唱樂隊，將藝術的治癒力量傳遞給更多需要幫助的心靈，期許「生命影響生命」。

當Vince在終場演出後向觀眾鞠躬時，那抹曾經羞怯的微笑已轉化為堅定的目光。這個從排練室延伸到社會舞台的故事，生動詮釋了「會飛大象」青年正向思維啟迪計劃如何透過藝術教育，培育青年由內而外的全人發展。

## Restpiration Youth Enlightenment Project: Learning to Fly

"Standing on stage under the spotlight, with thousands watching, I realised I was no longer the boy who was once even afraid to speak," said Vince recalling his first performance at the Queen Elizabeth Stadium. This young man, who once felt insecure about his low vocal range, is now the leader of his school's a cappella club, and credits the Federation's "Restpiration Youth Enlightenment Project" for his transformation.

Initially feeling insignificant in the choir, Vince learned the value of his bass voice with the support of mentors. Vince uses a unique metaphor for his relationship with the Federation: "The Federation is like a mother bird teaching her fledglings to fly. Once she confirms you have mastered the basic skill of flapping your wings, she encourages you to leave the nest and explore the wider sky, discovering you really can fly." This poetic description aptly captures the programme's essence: providing a safe space to test one's wings while instilling the courage to soar.

Vince then formed an a cappella group with other project members, which he now leads, and shares the healing power of art with others, hoping that "life influences life".

As he bowed to the audience after his final performance, Vince's timid smile had transformed into a determined gaze, embodying how the "Restpiration Youth Enlightenment Project" cultivates youth whole-person development from the inside out through arts education.



## 文化藝術組 | Cultural Services Unit

香港青年協會「文化藝術組」致力策劃高質素的文藝培育和活動，促進青年在個人及群體的多元發展，並一直舉辦多項具影響力的重點項目，包括「香港國際無伴奏合唱節」、「亞太青年音樂節」、「香港國際無伴奏合唱比賽」及「全港中學生舞蹈賽」等，累積十數年豐富經驗。近年亦積極拓展全健藝術及文化領域，開創「Restpiration」全健系列及「大澳文化節」等，進一步培養青年身心健康與文化素養。

憑藉多年推動無伴奏合唱教育的優異表現，「文化藝術組」已兩度榮獲香港藝術發展獎之「藝術教育獎」，深受社會各界及教育界的肯定與認可。

The Cultural Services Unit of The Hong Kong Federation of Youth Groups empowers youth development through high-quality arts and cultural programmes. With over a decade of experience, we have organised impactful flagship events such as the Hong Kong International a cappella Festival, Asia Pacific Youth Music Festival, Hong Kong International a cappella Contest, and the Secondary School Street Dance Competition, offering platforms for artistic expression and international exchange.

In recent years, we have expanded into wellness and cultural education, launching the Restpiration series and curating programmes such as the Tai O Cultural Festival, fostering holistic well-being and cultural literacy among young people.

Our excellence in a cappella education has earned us two Hong Kong Arts Development Awards for Arts Education, with our work widely recognised across the education sector and broader community.

82

活動數目  
No. of Activities

72,383

服務人次  
Service Attendances



## 青年躍動 運用鏡頭重新出發

現時年過三十歲的朱輝（阿輝）十六歲時因朋輩影響開始接觸毒品，長達八年的吸毒史讓他身體機能嚴重受損，更曾因藏毒被還押於荔枝角收押所。然而，在社工不離不棄的陪伴下，他在收押所內目睹年長囚友無人探望的場景時，產生了深刻的覺悟：「社工始終沒有放棄我，讓我明白自己值得被原諒，也應該為家人和社會重新站起來。」

在基督教得生團契戒毒村的歲月中，阿輝透過攝影找到心靈寄託。起初，他學習攝影只為謀生，但在導師循循善誘下，他逐漸領悟到「服務社會才是真正治癒心靈的良藥」。戒毒成功後，阿輝將青協傳遞給他的關懷與希望，轉化為具體行動。他自願多留三年協助其他戒毒者，更與友人成立「Why Shot Production」拍攝團隊，專為社福機構及學校服務。

如今，阿輝不僅成為影音導師，更開辦攝影班教導特殊學習需要的學生。他坦言：「過去總以為攝影只是謀生工具，現在我明白，可以用鏡頭成為別人的祝福。」從受助者到助人者，阿輝的轉變印證了青協「重新出發」計劃的核心價值——只要有適當支援，每個青年都能成為推動社會正向改變的力量。他的鏡頭不再只是記錄影像，更成為照亮他人前路的光。



## Youth Power: A Journey Through the Lens of Light

Now in his thirties, Ah Fai first encountered drugs at sixteen, influenced by peers. His eight-year struggle with addiction severely damaged his physical health, and he was once remanded in Lai Chi Kok Reception Centre for drug possession. However, with the unwavering support of a dedicated social worker, he had a profound realisation. He noticed that elderly inmates received no visitors. "Because the social worker never gave up on me, I had companionship. It also helped me understand that if I deserved forgiveness, I had an obligation to also stand up for my family and society."

On his release, and during his time at The Christian New Being Fellowship, Ah Fai found solace in photography. Initially, he learned photography to make a living, but under his mentor's patient guidance, he gradually realised that "serving society is the true cure for the soul." After successful rehabilitation, Ah Fai transformed the care and hope he had received from the Federation into concrete action. He voluntarily stayed for three additional years to assist other recovering individuals and co-founded "Why Shot Production", a photographic team dedicated to serving social welfare organisations and schools.

Today, Ah Fai is not only an audiovisual tutor but also teaches photography to students with special educational needs. He reflects, "I once thought photography was just a way to earn a living. Now, I see it as a means to bless others." His journey from recipient to helper embodies the essence of the Federation's "Turning Point – Youth Improvement Award": with the right support, every young person can become a catalyst for positive change. Through his lens, he no longer just captures images, but illuminates paths for others.

## 青年違法防治中心 | HKFYG Youth Crime Prevention Centre

香港青年協會「青年違法防治中心」每年服務逾4,700名青年，透過預防教育、危機介入、輔導治療及短期住宿支援，回應邊緣及違法青年面對的「犯罪違規」、「性危機」及「吸毒」等問題。透過「重新出發」青年嘉許計劃及「青年躍動大使」行動，鼓勵曾經歷逆境的青年分享蛻變故事，並以自身技能回饋社區，激勵同輩積極求變，邁向正向人生。

The Hong Kong Federation of Youth Groups' Youth Crime Prevention Centre supports over 4,700 marginalised and delinquent youth annually, tackling issues such as deviance, sex-related crises, and drug abuse, through preventive education, crisis intervention, counselling, and short-term accommodation support. Initiatives such as the "Turning Point – Youth Improvement Award" and the "Youth Power Ambassador" encourage those at-risk young people who have overcome adversity to share their transformation stories and contribute to the community with their skills, inspiring peers to actively seek change and move towards positive lives.

814

活動數目  
No. of Activities

107,285

服務人次  
Service Attendances





### 探索到專業 推動數碼職涯發展

「青協給我的不只機會，更是一份信任。每一次跌倒都成為我在行業紮根的養分，允許我探索。」

古栢熙（古板）的故事，是一段由懷疑走向肯定的旅程。由最初踏入賽馬會媒體空間（M21）進行實習，他並不確定自己是否適合創意產業，但卻在多次的機會中發現自己在影像創作上的潛能。更重要的是，他在M21感受到一種難得的包容——容許犯錯、容許試驗，讓他在真實環境中不斷調整與成長。

在M21的培育下，古板不僅掌握了數碼製作技術，更建立了創新解難、溝通協作等職場核心能力。他不再只是完成任務的實習生，而是逐步成為能獨立思考、主動承擔的創作人。實習結束後，他選擇留下，以義工身分參與課程設計與活動支援，深化技能應用，同時肯定自己的職業路向。

今天，古板已成為專業多媒體設計師，已參與近二十部電影的後期製作，當中更包括國際動畫作品。他不僅延續創作熱誠，更承擔起培育新一代的責任，將自身經驗轉化為教學內容，繼續協助青年建立數碼技能，探索發展方向。

### Digital Dreams: From Exploration to Career Success

"The Federation gave me not just opportunities, but trust. Every stumble became nourishment for my roots in the industry, allowing me to explore."

Kenneth's journey is one of transformation from self-doubt to self-confidence. Starting as an intern at the HKFYG Jockey Club Media 21, he felt uncertain about his place in the creative industries, but through diverse opportunities, discovered his talent in visual content creation. M21 provided him a unique space for mistakes and experimentation, fostering his growth in a supportive environment.

At M21, Kenneth honed his digital production skills while developing essential workplace competencies like innovative problem-solving, communication, and collaboration. He evolved from a task-oriented intern into a proactive, independent creator. After his internship, he continued as a volunteer, engaging in course design and activity support, which deepened his skills and solidified his career path.

Today, Kenneth is a professional multimedia designer, having contributed to the post-production of nearly twenty films, including international animations. He not only pursues his creative passion but also dedicates himself to nurturing the next generation, transforming his experiences into teaching content that empowers other youth to build digital skills and explore their own paths.



### 賽馬會Media 21媒體空間 | The HKFYG Jockey Club Media 21

M21座落港島南區，佔地近4千平方米，是一所特別為青年而設的綜合多媒體互動中心，為青年提供一站式數碼媒體創作教育服務，啟發青年的創意和創新能力，並與青年共同製作高品質的數碼媒體內容，培育新一代創意媒體領袖和專業人才。

Located in the Southern District and occupying nearly 4,000 square metres, M21 is a comprehensive multimedia interactive centre specially designed for young people. It provides one-stop digital media creation education services, inspires youth creativity and innovation capability, collaborates with youth to produce high-quality digital media content, and nurtures a new generation of creative media leaders and professionals.



# 623

活動數目  
No. of Activities

# 132,623

服務人次  
Service Attendances

## 青年創科力量 守護環境生態

在香港這座繁華都市背後，每日產生逾3,100噸廚餘的難題，深深觸動了Rosie。她觀察到傳統廚餘處理方式存在局限，於是大膽構思：能否以自然之道還治自然之身？這個念頭，促使她踏上以黑水虻分解廚餘的創業征程，並於青協「創科N世代」計劃勝出，獲得高達10萬港元的創業啟動金開創名為 JAPJAP Zero Waste Limited（為食櫃）的環保科技初創。

Rosie提及到，要在香港這個寸金尺土的地方規模化養殖是一大挑戰，但計劃卻透過15堂實用數碼營商培訓，使她成功設計出能精準控制溫度、濕度與餵食量的智能養殖系統，使黑水虻幼蟲規格趨於一致，穩定了廚餘處理效能。

Rosie 更受青協邀請成為青年創業導師，她強調：「青協提供的不僅是資金，更是將技術思維與社會需求連結的橋樑。科技的真正力量，在於將生態循環轉化為可感知的價值，從而推動社會習慣的改變。」

隨著業務擴展，Rosie 計劃將物聯網技術進一步融入養殖系統，實現遠程監控與數據分析，並積極尋求與校舍、飯堂、餐廳、酒店等合作。她期盼自己的經歷能啟發更多青年：「香港的創科土壤需要更多敢於嘗試的種子，只要結合科技與堅持，每位青年都能成為改變社會的力量。」

## Youth Tech Action: Tackling Food Waste

Behind Hong Kong's bustling metropolis, the problem of over 3,100 tonnes of daily generated food waste deeply moved Rosie. Observing the limitations of traditional food waste treatment methods, she conceived a bold idea: could nature's way be used to heal nature itself? This thought prompted her entrepreneurial journey using black soldier flies to decompose food waste. She won the Federation's "Young Techpreneur Project", and HK\$100,000 in seed funding to establish JAPJAP Zero Waste Limited, an eco-tech startup.

Scaling cultivation in space-constrained Hong Kong posed a significant challenge. However, through 15 practical digital business training sessions, Rosie developed a smart farming system that precisely controls temperature, humidity, and feeding, standardising black soldier fly larvae and enhancing food waste processing efficiency.

Rosie was invited by the Federation to become a mentor for young entrepreneurs. She shared, "The Federation provides not just funding, but a bridge connecting technological thinking with social needs. The true power of technology lies in transforming ecological cycles into tangible value, thereby driving changes in social habits."

As her business expands, Rosie aims to integrate IoT technology for remote monitoring and data analysis, collaborating with schools, canteens, restaurants, and hotels. She hopes to inspire more youth: "Hong Kong's tech soil needs more seeds willing to experiment. With technology and perseverance, every youth can become a force for social change."



## 社會創新及青年創業部 | Social Innovation and Youth Business Unit

社會創新及青年創業部專注推動青年創業及社會創新，透過系統化支援體系，助力青年將創意轉化為可持續的社會解決方案。部門提供三大核心服務：提供創業啟動金、辦公空間及導師指導；透過業界交流拓展人脈；及協助開拓內地及海外市場。我們致力培育青年以創新思維解決社會問題，建立兼具社會價值與商業效益的營運模式，至今已成功支持逾千名青年實踐創業理想，為香港注入創新動能。

The Social Innovation and Youth Business Unit focuses on promoting youth entrepreneurship and social innovation, helping youth transform ideas into sustainable social solutions through a systematic support framework. The Unit provides three core services: offering seed funding, office space, and mentor guidance; expanding networks through industry exchanges; and assisting in accessing Mainland and overseas markets. We are committed to nurturing youth to use innovative thinking to solve social problems, establishing operational models that combine social value with business viability. To date, we have successfully supported over a thousand youth in realising their entrepreneurial aspirations, injecting innovative momentum into Hong Kong.



168

活動數目  
No. of Activities

17,670

服務人次  
Service Attendances



### 搭建跨代橋樑 締造社會共融

在桌上遊戲攤位前，Andy靜靜地觀察著幾位長者的笑容，心裡卻仍在盤算下一句該怎麼開口。作為「賽馬會跨代樂融Hub計劃」的青年參與者，他肩負著促進跨代互動的使命。初次接觸時，他坦言感到忐忑：「既擔心代溝，也不確定長者會如何看待我們。」

2023年，仍是大學生的他加入計劃，從接受培訓、參與上門探訪，到帶領長者走進乙明青年空間體驗活動，每一步都讓他重新認識自己與他人。真實的互動打破了既定印象，Andy發現，長者與青年同樣渴望交流與陪伴。從第二期到第六期，他由惶恐不安蛻變為自信從容，2024年更成為義工小組領袖，帶領八名青年伙伴執行計劃，學習溝通、協調與領導。

如今已投身全職工作的他，仍與青年空間的伙伴們保持聯繫。他形容這裡是一個溫暖的地方：「大家願意互相扶持、共同面對挑戰，讓我從不感到孤單。」

Andy的故事展現了青年在高齡社會中的重要角色——不只是服務者，更是橋樑與推動者。他們透過服務學習，從自我探索走向社群連結，並在實踐中培養領導力與同理心，成為推動跨代共融的新一代力量。青年參與不僅促進社會凝聚力，更為高齡社會注入活力與希望。

### Building Intergenerational Bridges for Social Inclusion

At the board game booth, Andy quietly observed the smiles of several elderly participants. As a youth participant in the "The Jockey Club Intergenerational H.E.Y. Hub Project", he was tasked with promoting intergenerational interaction. Initially he felt nervous, "I was worried about the generation gap and unsure how the elderly would perceive us."

In 2023, while still in university, Andy joined the project. Through training, home visits, and leading activities at the HKFYG Jockey Club Jat Min Youth S.P.O.T., he gained valuable insights. Genuine interactions helped break down stereotypes; he realised that both elderly and youth desire connection and companionship.

As the project phases progressed, Andy transformed from anxious to confident. By 2024, he took on the role of volunteer team leader, guiding eight fellow youth in executing the project and developing skills in communication, coordination, and leadership.

Now employed full-time, he remains connected with peers from the Youth S.P.O.T.. He describes it as a warm place, "People were willing to support each other and face challenges together, so I never felt alone."

Andy's story demonstrates the important role youth play in an ageing society, not just as service providers, but as bridges and facilitators. Through service learning, they move from self-exploration to community connection, developing leadership and empathy in practice, becoming a new generation of forces driving intergenerational inclusion. Youth participation not only promotes social cohesion but also injects vitality and hope into an ageing society.



### 青年空間 - 賽馬會跨代樂融Hub計劃

#### Youth S.P.O.T. - Jockey Club Intergenerational Harmony Hub Project

自2022年5月起，賽馬會乙明青年空間推行為期三年的「賽馬會跨代樂融HUB計劃」，強調透過青年與長者的跨代協作回應人口老化所帶來的社區挑戰。計劃致力於營造愉快的社區氛圍，促進鄰里互助，提升居民的整體福祉，實現跨代共融願景。透過聚焦社區營造、身心健康，及社群凝聚三大方向，與策略伙伴一同服務乙明邨和周邊社區，發揮跨代互動的潛力，促進社區的可持續發展。

Since May 2022, the HKFYG Jockey Club Jat Min Youth S.P.O.T. has been running "The Jockey Club Intergenerational H.E.Y. Hub Project", a three-year initiative aimed at fostering collaboration between youth and the elderly to tackle challenges of an ageing population. This project is committed to creating a vibrant community, encouraging mutual support, and enhancing residents' well-being to promote intergenerational inclusion. Focusing on three key directions – community building, physical and mental health, and community cohesion – the project serves Jat Min Chuen and surrounding communities with strategic partners, unleashing the potential of intergenerational interaction and promoting sustainable community development.



623

活動數目  
No. of Activities

132,623

服務人次  
Service Attendances

## 賦予優質教育 Delivering Quality Education

本會致力為青年提供多元而優質的教育服務，以促進全人發展，回應各年齡層對教育公平與終身學習的需求。在常規教育方面，我們營辦三所非牟利幼稚園及幼兒園，包括青樂幼稚園（油麻地及西灣河）及鄭堅固幼稚園，提供啟發性課程，培養兒童的創意思維與社交能力。同時，我們設有李兆基小學及李兆基書院，致力推動品格教育與學術並重的教學模式，為學生建立穩固的學習基礎及正向價值觀。

為促進青年及成人的持續學習，「持續進修中心」提供多項獲持續進修基金認可的課程，涵蓋多元領域，支援學員提升專業技能與自我增值。此外，「生活學院」以「享受生活、學習生活」為宗旨，推廣興趣導向的學習，鼓勵青年在生活中探索知識與技能，實踐終身學習的理念。

The Federation is dedicated to offering diverse, high-quality educational services that foster whole-person development and promote educational equity and lifelong learning for all ages. In formal education, we operate three non-profit kindergartens—Ching Lok Kindergarten in Yau Ma Tei and Sai Wan Ho, and KK Cheng Kindergarten—each providing inspiring curricula that cultivate creativity and social skills. We also manage Lee Shau Kee Primary School and Lee Shau Kee College, focusing on a balanced approach that integrates character education with academics, laying a strong foundation for positive values and learning.

To promote continuous learning for youth and adults, the "Continuous Learning Centre" offers numerous courses recognised by the Continuing Education Fund (CEF), covering diverse fields and supporting students in enhancing professional skills and self-improvement. Additionally, the "Living Life Academy", strives to nurture youth to embrace life, promoting interest-based learning that encourages exploration and the practice of lifelong learning.

### 對Amy而言，教育的力量不止於孩子

Amy的兩名孩子——Wesley（現年12歲）及Curtis（現年8歲）——在小時候分別被懷疑患有自閉症、過度活躍和發展遲緩的情況。如今他們能夠在主流中小學持續學習、發展各自所長，在青樂幼稚園培育孩子擁有「懂得聆聽」的一對耳朵，密不可分。

從N1班開始，青樂以繪本教學循序漸進地引導孩子「靜下來、細心聽」。老師們將故事內容與孩子的日常經驗及情感相連，讓即使有認字困難的小朋友，也對閱讀產生興趣。這一學習，進一步延伸至同學互動和社區活動當中，潛移默化地提升了他們的社交能力。

青樂團隊始終以「兒童為本」，細心聆聽每一位孩子的聲音，並與家長並肩走過教養道路上的種種挑戰。最終，孩子們逐步建立起欣賞與接納的品格，不僅順利過渡到小學階段，Amy更學會了在日常生活中聆聽和接納孩子的意見——這雙願意聆聽的耳朵，成為一家人終生受用的寶藏。



### For Amy, the power of education extends far beyond the classroom.

Her two children – Wesley (now aged 12) and Curtis (now aged 8) – were suspected in their early years of having autism, ADHD, and developmental delay. That they are now able to learn in mainstream primary and secondary schools and develop their individual strengths is inextricably linked to the nurturing they received at Ching Lok Kindergarten, which cultivates in every child "a pair of ears that know how to listen".

Starting from N1 class, the kindergarten used picture book teaching to gradually guide the children to "settle down and listen carefully". The teachers connected the stories to the children's daily experiences and emotions, sparking an interest in reading even in children who struggled with word recognition. This learning extended into peer interactions and community activities, subtly enhancing their social skills.

The Ching Lok team always adhered to a child-centred approach, attentively listening to each child and walking alongside parents through the various challenges of the parenting journey. Ultimately, the children progressively built character grounded in appreciation and acceptance. Not only did they transition smoothly into primary school, but Amy herself learnt to listen to and accept her children's opinions in daily life. This willingness to listen has become a treasured gift for the entire family.





# 挑戰與展望

## Challenges and Looking Ahead

本報告是協會首份根據國際標準撰寫的可持續發展報告，標誌著我們在推動青年服務可持續發展方面的重要里程碑。作為本港首間由內部團隊主導編製可持續發展報告的非牟利青年服務機構，我們在建立具系統性與公信力的匯報流程時，面對不少根本性的挑戰。

This is the Federation's inaugural sustainability report prepared with reference to international standards and marks the first non-profit youth service organisation in Hong Kong to undertake the compilation of such a report. Using an internal team, our purpose was clear: to mark our commitment in enhancing the sustainability of youth services. Conversely, however, we also encountered several key challenges in establishing a systematic and credible reporting process.

## 挑戰 Challenges

### 建構數據系統的挑戰

在面對本會超過90個服務單位及分散營運點的情況下，環境數據的收集成為本報告編製過程中的首項挑戰。各單位的水電賬單由多個部門分別管理，加上部分場所設有多個獨立電錶，令能源消耗的歸屬與整合分析變得複雜。更重要的是，機構過往未曾建立系統化的環境數據庫，導致基準設定需由零開始，面對「從無到有」的艱鉅任務。

為應對上述挑戰，我們正積極探索數碼化管理方案，並計劃於各服務單位設立指定同工擔任環境數據管理員，以提升數據收集的準確性與一致性，為未來的監測、評估及持續改進奠定基礎。

### 資源與硬件升級的挑戰

作為非牟利機構，我們在推動設施節能改造的過程中，面對資源限制與硬件更新的多重挑戰。許多服務單位的設施已使用多年，進行環境改良不僅需投入龐大資金，亦需克服空間結構限制與技術適配的困難。在現有條件下，全面升級並不可一蹴而就。

為此，協會採取分階段改造策略，優先處理能耗較高的設施，並積極尋求企業合作及基金資助，以逐步推動節能項目落實。我們期望透過策略性資源分配與跨界協作，在有限條件下持續提升設施效能，邁向更環保及可持續的營運模式。

### 極端天氣下的服務挑戰

在氣候變化日益加劇的背景下，極端天氣事件的頻率與強度持續上升，對本會的服務營運及建築設施構成實質影響。颱風、暴雨及高溫天氣不僅干擾戶外活動及營舍運作，亦對設施安全、資源調配及服務穩定性帶來挑戰。面對此情況，我們需投放更多資源於防災準備、設施維護及應變安排，以保障服務持續性及使用者安全。

同時，我們正逐步將氣候適應措施納入策略規劃，包括提升建築物抗災能力、改良活動安排流程，以及加強同工的應變培訓。透過前瞻性管理，我們致力減低氣候變化對青年服務的潛在影響，並強化機構的韌性與回應能力。

### Challenge: Building Relevant Data Systems

Given the Federation's structure of over 90 service units and dispersed operational points, the initial challenge in compiling this report was collecting environmental data collection. Utility bills are managed by various departments, and many venues have multiple independent meters, complicating the attribution and analysis of energy consumption. Additionally, the organisation historically lacked a systematic environmental database, requiring us to establish a baseline from scratch, a daunting "zero to one" task.

To address these challenges, we are actively exploring digital management solutions and plan to designate staff at each service unit as environmental data managers. This will enhance the accuracy and consistency of data collection, laying a solid foundation for future monitoring, evaluation, and continuous improvement.

### Challenge: Resources and Hardware Upgrades

As a non-profit organisation, we face multiple challenges related to resource constraints and hardware upgrades when promoting energy-efficient facility improvements. Many service unit facilities have been in use for years, meaning that implementing environmental improvements requires not only considerable funding, but also overcoming spatial structural limitations and technical compatibility issues. A comprehensive upgrade cannot be achieved overnight under current conditions.

To address these challenges, the Federation has adopted a phased renovation strategy, prioritising facilities with higher energy consumption. We are actively seeking corporate partnerships and grant funding to gradually implement energy-saving projects. Through strategic resource allocation and cross-sector collaboration, we aim to enhance facility efficiency and move towards more environmentally friendly and sustainable operational models.

### Challenge: Services in Extreme Weather

With climate change intensifying, the frequency and severity of extreme weather events are increasingly impacting the Federation's operations and facilities. Typhoons, rainstorms, and extreme heat disrupt outdoor activities and camp operations while posing challenges to facility safety, resource allocation, and service stability. In response, we must allocate additional resources for disaster preparedness, facility maintenance, and contingency planning to ensure service continuity and user safety.

We are gradually integrating climate adaptation measures into our strategic planning. This includes enhancing building resilience, improving activity scheduling, and strengthening staff emergency response training. Through proactive management, we are committed to mitigating the impacts of climate change on youth services and enhancing the organisation's resilience and response capacity.

在報告編製過程中，我們深切體會到本地非牟利機構在可持續發展報告方面的制度上未盡完善。為促進整個界別在可持續發展上的透明度、問責性及跨機構學習，我們期望能建立一套具本地適切性的非牟利機構報告框架，回應社會服務機構的獨特營運模式與影響評估需求。

作為青年服務機構，我們肩負更廣泛的責任，不僅要在內部推動跨部門協作，亦需在外部與整個價值鏈建立連繫，擴展氣候行動的影響力。

本會將積極分享本次報告的經驗與方法，並倡議業界協作，期望透過集體智慧，共同制定香港首套非牟利機構可持續發展報告指引。我們相信，這不僅有助提升整體報告質素，更能促進資源整合、政策對接及社會影響力的長遠發展。

展望未來，我們視本報告為起點，承諾持續提升透明度與改進能力，包括推動數據收集數碼化以提升準確性、探索第三方驗證機制，以及透過持分者參與持續改良報告內容。我們希望透過正面回應挑戰，不僅加強自身問責性，更為本地非牟利機構建立可持續報告文化鋪路。

我們亦堅定不移地致力減少本會的環境足跡，回應碳中和目標，持續推動減碳項目、提升能源效益、強化社會責任實踐，並以「以青年為本」與社會各界攜手實現可持續的未來。

During the report compilation process, we recognised that sustainability reporting systems among local non-profit organisations are still underdeveloped. To enhance transparency, accountability, and cross-organisational learning in sustainability, we aim to establish a locally relevant reporting framework tailored to the unique operational models and impact assessment needs of social service agencies.

As a youth service organisation, we bear a broader responsibility—to drive internal collaboration and foster external connections across the entire value chain, amplifying our climate action impact. Therefore, we see it as our responsibility to actively share insights and methodologies from this report while advocating for industry-wide collaboration, which we believe will improve reporting quality, promote resource integration, and align policies for long-term social impact.

Looking forward, we view this report as a starting point, enhancing transparency and our capacity for improvement. This includes promoting digital data collection for greater accuracy, exploring third-party verification mechanisms, and refining report content through stakeholder engagement. By proactively responding to challenges, we hope not only to strengthen our own accountability but also to pave the way for establishing a sustainability reporting culture among local non-profit organisations.

We also remain steadfastly committed to reducing our environmental footprint, responding to carbon neutrality goals, continuously promoting decarbonisation projects, enhancing energy efficiency, strengthening the practice of social responsibility, and working hand-in-hand with all sectors of society, focusing on the development of our youth, to achieve a sustainable future.





附錄

**Appendices**

## 環境表現數據

### Environmental Performance Data

| 溫室氣體排放量<br>GREENHOUSE GAS (GHG) EMISSIONS                                      | 單位<br>Unit                           | 2024/2025 |
|--------------------------------------------------------------------------------|--------------------------------------|-----------|
| 直接溫室氣體排放量（範圍一）<br>Direct GHG Emissions (Scope 1)                               | 公噸二氧化碳當量<br>tonnes CO <sub>2</sub> e | 6.23      |
| 燃油車輛<br>Fuel - propelled Vehicles                                              |                                      |           |
| 間接溫室氣體排放量（範圍二）<br>Indirect GHG Emissions (Scope 2)                             | 公噸二氧化碳當量<br>tonnes CO <sub>2</sub> e | 3,422.94  |
| 用電量<br>Energy Consumption                                                      | 千瓦時<br>kWh                           | 7,621,030 |
| 其他間接溫室氣體排放量（範圍三）<br>Other Indirect GHG Emissions (Scope 3)                     | 公噸二氧化碳當量<br>tonnes CO <sub>2</sub> e | 84.33     |
| 透過植樹及紙張回收而避免的排放<br>Emissions avoided through tree-planting and paper recycling |                                      |           |
| 總用電強度<br>TOTAL ELECTRICITY INTENSITY                                           | 單位<br>Unit                           | 2024/2025 |
| 辦公室及服務單位<br>Offices and Service Units                                          | 千瓦時/員工<br>kWh/Employee               | 7,036.96  |
| 能源總耗量（千瓦時）<br>TOTAL ENERGY CONSUMPTION (kWh)                                   | 單位<br>Unit                           | 2024/2025 |
| 辦公室及服務單位<br>Offices and Service Units                                          | 兆瓦時<br>MWh                           | 7,621,030 |
| 回收物料量（公噸）<br>MATERIALS RECYCLED (tonnes)                                       | 單位<br>Unit                           | 2024/2025 |
| 紙張<br>Paper                                                                    | 公噸<br>tonnes                         | 17.038    |

範圍一：已計算本會使用燃油車輛的直接排放；

範圍二：涵蓋所有辦公室及服務單位的電力使用，但不包括持續學習中心及生活學院；

範圍三：暫未有計算其他間接排量，本會將持續優化相關記錄。

Scope 1: Direct emissions from the Federation's fuel-propelled vehicles have been calculated;

Scope 2: This covers electricity usage for all offices and service units, with the exception of the Continuous Learning Centre and the Living Life Academy;

Scope 3: Other indirect emissions have not been calculated at this stage. The Federation is committed to continuously improving its related record-keeping.

## 社會表現數據

### Social Performance Data

附錄 | Appendices

| 員工統計<br>EMPLOYEES STATISTICS                   |              | 人數<br>People | 佔員工總數百分比<br>Percentage of Total Employees |
|------------------------------------------------|--------------|--------------|-------------------------------------------|
| 員工 Workforce                                   |              |              |                                           |
| 員工總數 Total Workforce                           |              | 1083         | 100%                                      |
| 按性別劃分 By Gender                                |              |              |                                           |
| 男性 Male                                        |              |              |                                           |
|                                                | 兼職 Part-time | 9            | 0.83%                                     |
|                                                | 全職 Full-time | 341          | 31.49%                                    |
|                                                | 總數 Total     | 350          | 32.32%                                    |
| 女性 Female                                      |              |              |                                           |
|                                                | 兼職 Part-time | 15           | 1.89%                                     |
|                                                | 全職 Full-time | 718          | 66.30%                                    |
|                                                | 總數 Total     | 733          | 67.68%                                    |
| 按員工職級分類 By Employment Category                 |              |              |                                           |
| 一般員工 General Employees                         |              |              |                                           |
|                                                | 男性 Male      | 312          | 28.81%                                    |
|                                                | 女性 Female    | 686          | 63.34%                                    |
|                                                | 總數 Total     | 998          | 92.15%                                    |
| 主任級或以上 Unit-in-Charge or above                 |              |              |                                           |
|                                                | 男性 Male      | 38           | 3.51%                                     |
|                                                | 女性 Female    | 47           | 4.34%                                     |
|                                                | 總數 Total     | 85           | 7.85%                                     |
| 按年齡組別劃分 By Age Group                           |              |              |                                           |
| 35歲以下 Below 35                                 |              |              |                                           |
|                                                | 男性 Male      | 205          | 18.93%                                    |
|                                                | 女性 Female    | 392          | 36.20%                                    |
|                                                | 總數 Total     | 597          | 55.12%                                    |
| 35 - 49歲 35 - 49                               |              |              |                                           |
|                                                | 男性 Male      | 112          | 10.34%                                    |
|                                                | 女性 Female    | 213          | 19.67%                                    |
|                                                | 總數 Total     | 325          | 30.01%                                    |
| 50歲或以上 50 or above                             |              |              |                                           |
|                                                | 男性 Male      | 33           | 3.05%                                     |
|                                                | 女性 Female    | 128          | 11.82%                                    |
|                                                | 總數 Total     | 161          | 14.87%                                    |
| 培訓統計<br>TRAINING STATISTICS                    |              | 單位<br>Unit   | 數量<br>Amount                              |
| 培訓員工總數 Number of Employees Trained             |              | 人 People     | 1,083                                     |
| 培訓總時數 Total Training Hours                     |              | 小時 Hours     | 12,610                                    |
| 每名員工培訓平均時數 Average Training Hours Per Employee |              | 小時 Hours     | 11.64                                     |
| 健康及安全<br>HEALTH AND SAFETY                     |              | 單位<br>Unit   | 案件數量<br>Cases                             |
| 嚴重工傷事故 Serious Injury At Work                  |              | 宗 Case       | 0                                         |

## 機構會藉

### Organisation Membership

| 主辦機構<br>HOST ORGANISATION                                                                                            | 會員性質<br>Membership Type        |
|----------------------------------------------------------------------------------------------------------------------|--------------------------------|
| 中國香港營舍總會<br>Camping Association of Hong Kong, China                                                                  | 團體會員<br>Corporate Member       |
| 中國香港獨木舟總會<br>Hong Kong China Canoe Union                                                                             | 屬會會員<br>Affiliated Association |
| 香港社會服務聯會<br>The Hong Kong Council of Social Service                                                                  | 機構會員<br>Agency Member          |
| 粵港澳大灣區香港社會服務專業聯盟<br>Hong Kong Social Service Professional Alliance of The Guangdong-Hong Kong-Macau Greater Bay Area | 普通機構成員<br>Agency Member        |
| 香港青年旅舍協會<br>Hong Kong Youth Hostels Association                                                                      | 團體會員<br>Group Membership       |
| 香港公益金<br>The Community Chest of Hong Kong                                                                            | 會員機構<br>Member Agency          |
| 中國香港足球總會<br>The Football Association of Hong Kong, China                                                             | 屬會會員<br>Affiliated Association |

按英文字母排序  
By alphabetical order

## 可持續發展獎項及表彰

### Sustainability Awards and Recognition

附錄 | Appendices

| 獎項或認證<br>AWARDS OR CERTIFICATIONS                                                                                                                           | 頒發單位<br>Issuing Authorities                                                                         | 獲獎機構<br>Awarding Units                                               |
|-------------------------------------------------------------------------------------------------------------------------------------------------------------|-----------------------------------------------------------------------------------------------------|----------------------------------------------------------------------|
| 最佳國際社會處方項目獎<br>Award for the Best International Social Prescribing Award                                                                                    | The Social Prescribing Network, National Academy for Social Prescribing and the College of Medicine | 青協全健綜合大樓<br>HKFYG Wellness PLUS Complex                              |
| 節能證書<br>Energywise Certificate                                                                                                                              | 環境運動委員會<br>Environmental Campaign Committee                                                         | 香港青年協會總辦事處<br>HKFYG Head Office                                      |
| 香港綠色機構<br>Hong Kong Green Organisation                                                                                                                      | 環境運動委員會<br>Environmental Campaign Committee                                                         | 香港青年協會總辦事處<br>HKFYG Head Office                                      |
| 香港義工獎非商業機構年度十大最高義工時數<br>Hong Kong Volunteer Award Non-commercial Organisation Top 10 Highest Volunteer Hour Award                                           | 民政及青年事務局<br>Home and Youth Affairs Bureau<br>義務工作發展局<br>Agency for Volunteer Service                | 香港青年協會總辦事處<br>HKFYG Head Office                                      |
| 賽馬會眾心行善愛心學校<br>JC VOLUNTEER TOGETHER Caring School                                                                                                          | 民政及青年事務局<br>Home and Youth Affairs Bureau<br>義務工作發展局<br>Agency for Volunteer Service                | 香港青年協會李兆基書院<br>HKFYG Lee Shau Kee College                            |
| 「老有所為活動計劃」 - 地區最佳活動獎 (九龍城及油尖旺區)<br>"Opportunities for the Elderly Project" - District Best Activity Award (Kowloon City and Yau Tsim Mong District)         | 社會福利署<br>Social Welfare Department                                                                  | 香港青年協會賽馬會農圃道青年空間<br>HKFYG Jockey Club Farm Road Youth S.P.O.T.       |
| 「老有所為活動計劃」 - 特別獎項 (跨代義工獎)<br>"Opportunities for the Elderly Project" - Special Award (Intergenerational Volunteer Award)                                    | 社會福利署<br>Social Welfare Department                                                                  | 香港青年協會賽馬會葵芳青年空間<br>HKFYG Jockey Club Kwai Fong Youth S.P.O.T.        |
| 私隱之友嘉許獎 (金獎)<br>Privacy-Friendly Awards (Gold)                                                                                                              | 香港個人資料隱私專員公署<br>Office of the Privacy Commissioner for Personal Data, Hong Kong                     | 香港青年協會總辦事處<br>HKFYG Head Office                                      |
| 「星鑽」關愛服務大獎 2024<br>Sing Tao Service Awards 2024 - Caring Service Awards                                                                                     | 星島日報<br>Sing Tao Daily                                                                              | 香港青年協會總辦事處<br>HKFYG Head Office                                      |
| 「最動人社工及社工課程學生選舉」 - 最動人社工 (優異)<br>"The Most Heartwarming Social Workers and Social Work Students" Competition - The Most Heartwarming Social Workers (Merit) | 香港社會工作人員協會<br>Hong Kong Social Workers Association                                                  | 香港青年協會賽馬會乙明青年空間<br>HKFYG Jockey Club Jat Min Youth S.P.O.T.          |
| TQUK卓越獎 2024 (中心)<br>TQUK Excellence Awards 2024 (Centre)                                                                                                   | 英國資歷培訓<br>Training Qualifications UK                                                                | 香港青年協會生活學院<br>HKFYG LIVING Life Academy                              |
| 通用設計嘉許計劃 (金獎)<br>Universal Design Award Scheme (Gold)                                                                                                       | 平等機會委員會<br>Equal Opportunities Commission                                                           | 香港青年協會領袖學院<br>The HKFYG Leadership Institute                         |
| 減廢證書<br>Wastewise Certificate                                                                                                                               | 環境運動委員會<br>Environmental Campaign Committee                                                         | 香港青年協會總辦事處<br>HKFYG Head Office                                      |
| 說好社福故事 (組別入選項目)                                                                                                                                             | 香港社福界心連心大行動<br>Connecting Hearts                                                                    | 香港青年協會前海香港青年發展中心<br>HKFYG Qianhai Hong Kong Youth Development Centre |
| 香港學校社工協作卓越計劃 2024 至 2025 - 年度傑出學校社工獎 (優異)                                                                                                                   | 香港教育工作者聯會<br>Hong Kong Federation of Education Workers<br>香港社福界心連心大行動<br>Connecting Hearts          | 香港青年協會賽馬會乙明青年空間<br>HKFYG Jockey Club Jat Min Youth S.P.O.T.          |

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By alphabetical order

## 約章及承諾

### Charters and Commitment

| 約章及承諾<br>CHARTERS AND COMMITMENT       | 主辦機構<br>Host Organisations                                                                         |
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| 《4T約章》<br>4T Charter                   | 環境生態局及機電工程署<br>Environment and Ecology Bureau and<br>Electrical and Mechanical Services Department |
| 戶外燈光約章<br>Charter on External Lighting | 環境及生態局<br>Environment and Ecology Bureau                                                           |
| 節能約章<br>Energy Saving Charter          | 機電工程署<br>Electrical and Mechanical Services Department                                             |

按英文字母排序  
By alphabetical order

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香港青年協會參照全球報告倡議組織標準編製二零二四年四月一日至二零二五年三月三十一日期間的工作。

HKFYG has reported the information cited in this GRI content index for the period from 1 April 2024 to 31 March 2025 with reference to the GRI Standards.

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|                                                           | 405-1 管治機構的員工的多樣性<br>Diversity of governance bodies and employees                                                                             | 推動人才發展 - 提升員工專業<br>People - Enhancing Staff Professional Capacity                                                                                                                | 20             |
|                                                           | 405-2 女性與男性基本薪資和報酬的比例<br>Ratio of basic salary and remuneration of women to men                                                               | 推動人才發展 - 提升員工專業<br>People - Enhancing Staff Professional Capacity                                                                                                                | 20             |
| GRI 406: 反歧視<br>Non-discrimination 2016                   | 3-3 重大議題管理<br>Management of Material Topics                                                                                                   | 機構管治 - 持分者及重要性評估<br>Corporate Governance - Stakeholder Engagement and Materiality Assessment                                                                                     | 15             |
|                                                           | 406-1 對歧視事件及採取的糾正措施<br>Incidents of discrimination and corrective actions taken                                                               | 機構管治 - 可持續發展管治<br>Corporate Governance - Sustainable Governance                                                                                                                  | 55             |
| GRI 413: 當地社區<br>Local Communities 2016                   | 3-3 重大議題管理<br>Management of Material Topics                                                                                                   | 機構管治 - 持分者及重要性評估<br>Corporate Governance - Stakeholder Engagement and Materiality Assessment                                                                                     | 15             |
|                                                           | 413-1 本地社區活動、影響評估和發展方案<br>Operations with local community engagement, impact assessments, and development programs                            | 機構管治 - 可持續發展管治 Corporate Governance - Sustainable Governance<br>推動人才發展 People - 培育青年人才 Nurturing Youth Talent<br>實現環境責任 Planet - 青年減碳 Youth Decarbonisation<br>邁向社會繁榮 Prosperity | 08, 26, 39, 50 |
| GRI 416: 客戶健康與安全<br>Customer Health and Safety 2016       | 3-3 重大議題管理<br>Management of Material Topics                                                                                                   | 機構管治 - 持分者及重要性評估<br>Corporate Governance - Stakeholder Engagement and Materiality Assessment                                                                                     | 15             |
|                                                           | 416-1 評估產品和服務對健康和安全的影響<br>Assessment of the health and safety impacts of product and service categories                                       | 邁向社會繁榮<br>Prosperity                                                                                                                                                             | 50             |
| GRI 418: 客戶私隱<br>Customer Privacy 2016                    | 3-3 重大議題管理<br>Management of Material Topics                                                                                                   | 機構管治 - 持分者及重要性評估<br>Corporate Governance - Stakeholder Engagement and Materiality Assessment                                                                                     | 15             |
|                                                           | 418-1 有關侵犯客戶私隱和遺失資料的投訴事件<br>Substantiated complaints concerning breaches of customer privacy and losses of customer data                      | 機構管治 - 可持續發展管治<br>Corporate Governance - Sustainable Governance                                                                                                                  | 08             |

## 未來適應性商業框架內容索引

### FUTURE-FIT BUSINESS BENCHMARK (FFBB) Content Index

協會參考未來適應性商業框架 FFBB 進行匯報，開展系統性對照分析，以識別現行匯報框架與該標準下 23 項突破平衡目標之間的對應關係。

A systematic mapping exercise has been undertaken to identify correspondences between existing reporting practices and the 23 Break-Even Goals outlined in the FFBB framework, thereby facilitating compliant sustainability reporting.

以下提出的 23 個收支平衡目標是根據未來適應性社會的八個屬性分組。

The 23 Break-Even Goals presented here are grouped according to the eight Properties of a Future-Fit Society.

| 在未來適應性社會中……<br>In a Future-Fit Society...                                                                               | 我們致力達到的目標：<br>Goals that We Strive to Reach:                                                                    |
|-------------------------------------------------------------------------------------------------------------------------|-----------------------------------------------------------------------------------------------------------------|
| 能源皆屬可再生能源，且人人皆可獲取<br>Energy is renewable and available to all                                                           | 能源來自可再生能源<br>Energy is from renewable sources                                                                   |
| 水資源皆負責任地取用，且人人皆可享有<br>Water is responsibly sourced and available to all                                                 | 用水方式符合環境責任與社會公平原則<br>Water use is environmentally responsible and socially equitable                            |
| 自然資源的管理以保障社區、動物及生態系統為原則<br>Natural resources are managed to safeguard communities, animals and ecosystems               | 自然資源管理尊重生態系統、人類與動物的福祉<br>Natural resources are managed to respect the welfare of ecosystems, people and animals |
| 環境不受污染困擾<br>The environment is free from pollution                                                                      | 營運排放不損害人體健康與環境<br>Operational emissions do not harm people or the environment                                   |
|                                                                                                                         | 營運過程實現零溫室氣體排放<br>Operations emit no greenhouse gases                                                            |
|                                                                                                                         | 服務及營運實現零溫室氣體排放<br>Services and operations emit no greenhouse gases                                              |
|                                                                                                                         | 服務及營運不損害人體健康與環境<br>Services and operations do not harm people or the environment                                |
| 廢物並不存在<br>Waste does not exist                                                                                          | 營運廢棄物徹底消除<br>Operational waste is eliminated                                                                    |
|                                                                                                                         | 產品可被重新改造利用<br>Products can be repurposed                                                                        |
| 我們的實體存在保護著生態系統與社區的健康<br>Our physical presence protects the health of ecosystems and communities                         | 營運不侵蝕生態系統與社區空間<br>Operations do not encroach on ecosystems or communities                                       |
| 人們具備主導豐盛人生的能力與機遇<br>People have the capacity and opportunity to lead fulfilling lives                                   | 社區健康獲得保障<br>Community health is safeguarded                                                                     |
|                                                                                                                         | 員工健康獲得保障<br>Employee health is safeguarded                                                                      |
|                                                                                                                         | 員工薪酬不低於生活工資水平<br>Employees are paid at least a living wage                                                      |
|                                                                                                                         | 員工享有公平僱傭條款<br>Employees are subject to fair employment terms                                                    |
|                                                                                                                         | 員工不受任何形式歧視<br>Employees are not subject to discrimination                                                       |
|                                                                                                                         | 積極徵集、公正評判及透明處理員工意見<br>Employee concerns are actively solicited, impartially judged and transparently addressed  |
|                                                                                                                         | 服務資訊傳達誠實、合規並倡導負責任使用<br>Service communications are honest, ethical, and promote responsible use                  |
|                                                                                                                         | 主動收集、公正評估及公開處理相關服務疑慮<br>Service concerns are actively solicited, impartially judged and transparently addressed |
| 社會規範、全球管治與經濟增長，共同驅動對未來適應性的追求<br>Social norms, global governance and economic growth drive the pursuit of future-fitness | 採購程序保障未來適應力建設<br>Procurement safeguards the pursuit of futurefitness                                            |
|                                                                                                                         | 資產維護未來發展能力<br>Financial assets safeguard the pursuit of futurefitness                                           |
|                                                                                                                         | 遊說與倡議工作堅守未來適應力原則<br>Lobbying and advocacy safeguard the pursuit of future-fitness                               |
|                                                                                                                         | 在適當地點按時繳納應繳稅款<br>The right tax is paid in the right place at the right time                                     |
|                                                                                                                         | 以符合道德標準的方式經營服務<br>Services is conducted ethically                                                               |

| 與報告範圍的相關性<br>Relevance to the Reporting Scope                                                                                                                                          | 本報告的相關可持續發展目標部分<br>Our Relevant SDGs                                                                                                                                                                                               | 本報告部分<br>Section of this Report        |
|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|----------------------------------------|
| Yes                                                                                                                                                                                    | SDG 13                                                                                                                                                                                                                             | 實踐環境責任<br>Planet                       |
| Yes                                                                                                                                                                                    | 我們最相關的可持續發展目標並不包括用水量，但是，我們會考慮水足跡和管理方式，以確保所有場所的合理水管理。<br>Our most relevant SDGs do not include water usage, however, we consider our water footprint and management practices to ensure sound water management across our premises. | 實踐環境責任<br>Planet                       |
| Yes                                                                                                                                                                                    | SDG 8                                                                                                                                                                                                                              | 實踐環境責任<br>Planet                       |
| Yes                                                                                                                                                                                    | SDG 3, 11                                                                                                                                                                                                                          | 實踐環境責任<br>Planet                       |
| Yes                                                                                                                                                                                    | SDG 13                                                                                                                                                                                                                             |                                        |
| 作為非牟利機構，我們不提供實體產品，而是透過各種模式為服務使用者提供服務。<br>As an NGO, instead of a physical product, we provide services to beneficiaries through various operations.                                    | SDG 13                                                                                                                                                                                                                             |                                        |
|                                                                                                                                                                                        | SDG 3, 11                                                                                                                                                                                                                          | 推動人才發展<br>People<br>實踐環境責任<br>Planet   |
| Yes                                                                                                                                                                                    | SDG 12                                                                                                                                                                                                                             | 實踐環境責任<br>Planet                       |
| 作為非牟利機構，我們的主要運作並不包括向消費者提供實體產品。<br>As an NGO, our main operation do not include physical products to consumers.                                                                         | N.A.                                                                                                                                                                                                                               | 實踐環境責任<br>Planet                       |
| Yes                                                                                                                                                                                    | SDG 11, 13                                                                                                                                                                                                                         | 實踐環境責任<br>Planet                       |
| Yes                                                                                                                                                                                    | SDG 3                                                                                                                                                                                                                              | 邁向社會繁榮<br>Prosperity                   |
| Yes                                                                                                                                                                                    | SDG 3, 8                                                                                                                                                                                                                           | 機構管治<br>Governance<br>推動人才發展<br>People |
| Yes                                                                                                                                                                                    | SDG 8                                                                                                                                                                                                                              |                                        |
| Yes                                                                                                                                                                                    | SDG 8                                                                                                                                                                                                                              |                                        |
| Yes                                                                                                                                                                                    | SDG 8                                                                                                                                                                                                                              |                                        |
| Yes                                                                                                                                                                                    | SDG 8                                                                                                                                                                                                                              |                                        |
| 作為非牟利機構，我們為服務使用者提供服務，而不是實體產品。因此，這裡我們用「服務」取代「產品」。<br>As an NGO, instead of a physical product, we provide services to beneficiaries. In this case, we replace "product" with "service". | SDG 17                                                                                                                                                                                                                             | 機構管治<br>Governance                     |
| Yes                                                                                                                                                                                    | SDG 3, 4, 8, 11, 13, 17                                                                                                                                                                                                            | 機構管治<br>Governance                     |
| Yes                                                                                                                                                                                    | SDG 3, 4, 8, 11, 13, 17                                                                                                                                                                                                            | 機構管治<br>Governance                     |
| 本會所有員工均身處中國內地或中國香港，因此並沒有法定的集體談判協議。<br>All of our employees are located in Chinese Mainland or Hong Kong, China, and therefore do not have a statutory collective bargaining agreement. |                                                                                                                                                                                                                                    |                                        |
| N.A.                                                                                                                                                                                   | /                                                                                                                                                                                                                                  | /                                      |
| Yes                                                                                                                                                                                    | SDG 3, 4, 8, 11, 13, 17                                                                                                                                                                                                            | 機構管治<br>Governance                     |



香港青年協會  
*the hongkong federation of youth groups*

65<sup>th</sup>

香港青年協會總辦事處

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