

## 表現數據

統計資料		備註	地產			國泰航空集團			港機集團			太古可口可樂 (備註 6)			太古海洋開發集團 (備註 4)			香港聯合船塢集團			貿易及實業			太古公司 (總辦事處)			總計 (備註 1)			
			2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016	
環境	總能源耗量 (千兆焦耳)																													
	直接能源耗量		166	143	154	256,677	252,729 (5)	245,730	423	384	349	1,130	846 (5)	781	1,260	1,417	1,337	345	341	329	84	69 (5)	51	-	-	-	260,085	255,929 (5)	248,730	
	間接能源耗量		1,035	959	1,023	500	506 (5)	682	490	471 (5)	481	1,807	1,273 (5)	1,170	5	5	5	15	17	19	207	265	244	-	-	-	4,059	3,496	3,624	
	總計	1	1,201	1,102	1,177	257,177	253,235	246,412	913	855	830	2,937	2,119 (5)	1,951	1,265	1,422	1,342	360	358	348	291	334	295	-	-	-	264,144 R	259,425	252,354	
	較去年同期變幅 %		9%	-6%		2%	3%		7%	3%		39%	9%		-11%	6%		1%	3%		-13%	13%					2%	3%		
按重量劃分的總溫室氣體排放量 (千噸二氧化碳當量)	直接 (範疇 1)	2	10	11 (5)	13	18,406	18,220 (5)	17,702	33	29	27	81	59 (5)	55	93	106	108	28	28	27	6	8 (5)	6	-	-	-	18,657	18,461 (5)	17,938	
	間接 (範疇 2)		205	205 (5)	216	75	80	80	73	77	78	275	216 (5)	194	0.5	1	1	2.3	3	3	37	50	46	-	-	-	667.8	632	618	
	總計	1	215	216	229	18,481	18,300	17,782	106	106	105	356	275 (5)	249	94	107	109	30	31	30	43	58	51	-	-	-	19,325 R	19,093	18,556	
	較去年同期變幅 %		0%	-6%		1%	3%		0%	1%		29%			-13%	-1%		-2%	4%		-26%	14%					1%	3%		
總耗水量 (千立方米)	耗水量	3	1,599	1,390	1,522	975	950	866	633	653 (5)	710	13,439	8,847 (5)	7,585	-	-	-	85	115	77	400	492 (5)	178	-	-	-	17,131 R	12,447 (5)	10,938	
	較去年同期變幅 %		15%	-9%		3%	10%		-3%	-8%		52%	17%		-	-		-26%	49%		-19%	176%					38%	14%		
按種類及棄置方法劃分的廢棄物總量 (公噸)	棄置廢棄物																													
	有害		0.4	1	0	0.4	0	1	1,470	1,442	1,135	51	64	110	1,581	1,424	1,973	0	0	0	2	2 (5)	1	-	-	-	3,104.8	2,933	3,220	
	無害		30,800	32,316	38,377	15,206	14,218	13,794	4,176	4,291	4,921	12,752	5,024 (5)	722	0	0	0	0	0	0	0	0	0	-	-	-	62,934	55,849	57,814	
	回收廢棄物																													
	有害		0.4	0	1	0	0	0	0	0	0	148	43	59 (5)	0	0	0	0	0	0	0	0	0	0	-	-	-	43.4	59	149
	無害		10,642	7,272	4,350	3,491	4,268	4,414	1,330	1,341	717	16,668	10,354 (5)	10,342	2	1	16	208	84	184	782	1,353	457	-	-	-	33,123	24,673	20,480	
	總計		41,442.8	39,589	42,728	18,697.4	18,486	18,209	6,976	7,074	6,921	29,514	15,501 (5)	11,174	1,583	1,425	1,989	208	84	184	784	1,355	458	-	-	-	99,205.2	83,514	81,663	
	較去年同期變幅 %		5%	-7%		1%	2%		-1%	2%		90%	39%		11%	-28%		148%	-54%		-42%	196%				19%	2%			
健康與安全																														
	千工作小時		12,406	11,614	11,674	66,886	67,712	69,059	33,914	34,209	39,415	64,092	46,245	45,304	11,961	11,647	12,194	2,271	2,332	1,995	16,256	17,608	17,767	76	82	84	207,862	191,269	197,492	
	損失工時工傷事故總計		91	83	105	1,288	1,112	970	222	249	299	173	118	113	9	4	4	5	10	12	75	81	96	0	0	0	1,863	1,657	1,599	
	工傷引致損失工時比率 (LTIR)		1.47	1.43	1.80	3.85	3.28	2.81	1.31	1.46	1.52	0.54	0.51	0.50	0.15	0.07	0.07	0.44	0.86	1.20	0.92	0.92	1.08	0.00	0.00	0.00	1.79 R	1.73	1.62	
	較去年同期變幅 % (LTIR)		3%	-21%		17%	17%		-10%	-4%		6%	2%		114%	7%		-49%	-7%		0%	-15%		-	-		3%	7%		
	工傷引致損失工作日		3,379	2,808	2,112	28,964	34,178	24,304	8,237	12,581	11,650	8,883	3,130	3,396	1,030	149	52	1,168	979	1,314	2,519	2,983	3,357	-	-	-	54,180	56,808	46,184	
	工傷引致損失工作日比率 (LDR)		54.47	48.36	36.18	86.61	100.95	70.38	48.57	73.94	59.11	27.72	13.54	14.99	17.22	2.56	0.85	102.84	83.95	131.71	30.99	33.88	37.78	0	0	0	52.13	59.4	46.77	
	較去年同期變幅 % (LDR)		13%	34%		-14%	43%		-34%	25%		105%	-10%		573%	201%		23%	-36%		-9%	-10%		-	-		-12%	27%		
	死亡事故總計		0	0	0	2	1	0	0	0	0	0	1	0	0	0	0	0	0	0	0	2	1	0	0	0	2	4	1	
員工																														
僱員	長期及固定期限僱員	7	5,880	5,319	5,353	31,108	31,394	32,253	14,708	14,573	14,858	29,857	29,101 (5)	20,416	2,398	2,221 (5)	2,264	656	709	650	8,102	8,672 (5)	9,098	38	41	45	92,747	92,014 (5)	84,937	
	受監督的僱員		-	-	61	-	-	3,823	-	-	254	-	-	755	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	4,893
	男性		3,490	3,207	3,309	13,951	14,122	17,058	12,026	11,903	12,241	22,472	22,145 (5)	16,573	2,187	2,008 (5)	2,013	595	652	592	3,222	3,468 (5)	3,593	11	13	14	57,954	57,463 (5)	55,393	
	女性		2,390	2,112	2,105	17,157	17,272	19,018	2,682	2,670	2,871	7,385	6,956 (5)	4,598	211	213 (5)	251	61	57	58	4,880	5,204 (5)	5,505	27	28	31	34,793	34,551 (5)	34,437	

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員工			2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016	
僱員	總計	7	5,880	5,319	5,414	31,108	31,394	36,076	14,708	14,573	15,112	29,857	29,101 (5)	21,171	2,398	2,221 (5)	2,264	656	709	650	8,102	8,672 (5)	9,098	38	41	45	92,747	92,014 (5)	89,830				
	長期僱員 (%)		93%	94%	95%	88%	90%	86%	96%	96%	96%	100%	100% (5)	99%	48%	55% (5)	60%	55%	95%	94%	94%	94% (5)	94%	100%	100%	100%	93%	94%	(5)	1			
	全職工作的長期僱員 (%)		98%	99%	99%	98%	98%	98%	99%	99%	99%	99%	99% (5)	99%	100%	100% (5)	100%	100%	100%	100%	88%	92% (5)	93%	100%	100%	100%	98%	98%	(5)	98%			
按區域劃分 (%)	香港及澳門		55%	61%	60%	82%	81%	83%	47%	48%	48%	5%	5%	7%	0%	0%	0%	100%	100%	100%	38%	33%	33%	100%	100%	96%	44%	44%	51%				
	中國內地		36%	39%	39%	2%	3%	2%	37%	36%	34%	69%	69%	68%	0%	0%	0%	0%	0%	0%	45%	52%	53%	0%	0%	4%	35%	36%	31%				
	台灣		0%	0%	0%	2%	2%	2%	0%	0%	0%	3%	3%	4%	0%	0%	0%	0%	0%	0%	16%	14%	13%	0%	0%	0%	3%	3%	3%				
	美國		9%	0%	0%	2%	2%	1%	16%	16%	17%	23%	23%	20%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	11%	11%	8%				
	其他		0%	0%	0%	11%	12%	12%	0%	0%	0%	0%	0%	0%	100%	100%	100%	0%	0%	0%	1%	1%	1%	0%	0%	0%	6%	7%	7%				
按僱員類別劃分 (%)	高級管理層		2%	2%		1%	1%		1%	1%		1%	1%		1%	1%		5%	3%		1%	1%		29%	27%		1%	1%					
	中級/初級管理層及監督僱員		24%	23%		8%	8%		12%	11%		9%	13%		14%	17%		12%	8%		5%	6%		26%	29%		10%	11%					
	面對客戶的僱員		53%	53%		51%	51%		9%	10%		54%	51%		0%	0%		0%	0%		59%	57%		0%	0%		45%	44%					
	非面對客戶的操作/技術僱員		11%	11%		31%	31%		67%	67%		31%	30%		85%	0%		83%	89%		21%	24%		0%	0%		36%	35%					
	其他		10%	11%		8%	8%		12%	12%		6%	6%		0%	82%		0%	0%		13%	12%		45%	44%		8%	10%					
按僱員類別及年齡組別劃分 (%)	高級管理層																																
	30歲以下		1%	0%		1%	0%		0%	0%		0%	0%		0%	0%		0%	0%		0%	1%		0%	0%		0%	0%					
	30至50歲		72%	77%		64%	68%		43%	54%		60%	62%		63%	53%		39%	53%		63%	71%		36%	27%		61%	65%					
	50歲以上		27%	23%		36%	32%		57%	46%		40%	38%		38%	47%		61%	47%		37%	27%		64%	73%		39%	35%					
	中級/初級管理層及監督僱員																																
	30歲以下		16%	20%		10%	10%		6%	6%		6%	10%		6%	11%		2%	9%		1%	5%		0%	8%		8%	10%					
	30至50歲		76%	72%		63%	62%		66%	67%		80%	75%		75%	69%		76%	65%		82%	82%		91%	83%		72%	70%					
	50歲以上		8%	8%		27%	27%		28%	28%		15%	15%		19%	21%		21%	26%		17%	12%		9%	8%		20%	19%					
	面對客戶的僱員																																
	30歲以下		27%	29%		23%	27%		8%	13%		30%	34%		0%	0%		0%	0%		50%	55%		0%	0%		29%	32%					
	30至50歲		48%	47%		67%	65%		59%	56%		65%	62%		0%	0%		0%	0%		48%	44%		0%	0%		62%	60%					
	50歲以上		25%	24%		10%	9%		34%	31%		5%	5%		0%	0%		0%	0%		2%	1%		0%	0%		9%	8%					
	非面對客戶的操作/技術僱員																																
	30歲以下		33%	32%		13%	15%		28%	29%		21%	21%		11%	0%		23%	18%		25%	38%		0%	0%		21%	23%					
	30至50歲		57%	60%		58%	58%		53%	52%		66%	66%		68%	0%		38%	33%		60%	53%		0%	0%		59%	58%					
50歲以上		9%	8%		29%	28%		19%	18%		14%	13%		21%	0%		39%	50%		15%	9%		0%	0%		20%	19%						
其他																																	
30歲以下		32%	30%		17%	18%		34%	38%		28%	27%		0%	18%		0%	0%		33%	35%		6%	17%		27%	27%						
30至50歲		50%	52%		63%	63%		61%	58%		66%	65%		0%	67%		0%	0%		61%	59%		63%	50%		62%	62%						
50歲以上		18%	18%		20%	19%		5%	5%		7%	7%		0%	15%		0%	0%		6%	5%		31%	33%		11%	11%						

統計資料			備註 地產		國泰航空集團			港機集團			太古可口可樂 (備註 6)			太古海洋開發集團 (備註 4)			香港聯合船塢集團			貿易及實業			太古公司 (總辦事處)				總計 (備註 1)			
員工			2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016	
僱員	按僱員類別及性別劃分 (%)	高級管理層																												
		男性		48%	50%		64%	64%		85%	83%		80%	81%		100%	100%		89%	79%		63%	70%		55%	64%		69%	70%	
		女性		52%	50%		36%	36%		15%	18%		21%	19%		0%	0%		11%	21%		37%	30%		45%	36%		31%	30%	
		中級/初級管理層及監督僱員																												
		男性		48%	48%		73%	72%		83%	83%		72%	77%		76%	69%		69%	78%		58%	57%		27%	33%		70%	72%	
		女性		52%	52%		27%	28%		17%	17%		28%	23%		24%	31%		31%	22%		42%	43%		73%	67%		30%	28%	
		面對客戶的僱員																												
		男性		68%	70%		22%	22%		91%	92%		74%	75%		0%	0%		0%	0%		29%	26%		0%	0%		50%	49%	
		女性		32%	30%		78%	78%		10%	8%		26%	25%		0%	0%		0%	0%		71%	74%		0%	0%		50%	51%	
		非面對客戶的操作/技術僱員																												
		男性		62%	63%		85%	84%		83%	82%		84%	85%		84%	0%		92%	93%		64%	68%		0%	0%		82%	82%	
		女性		38%	37%		15%	16%		17%	18%		16%	15%		16%	0%		8%	7%		36%	32%		0%	0%		18%	18%	
其他																														
男性		40%	38%		31%	31%		64%	64%		40%	40%		0%	85%		0%	0%		37%	38%		13%	11%		42%	48%			
女性		60%	63%		69%	69%		36%	36%		60%	60%		0%	15%		0%	0%		63%	62%		88%	89%		58%	52%			
長期員工自願離職數據																														
按年齡組別劃分	30歲以下		41%	37%	35%	24%	18%	15%	19%	16%	14%	39%	34%	29%	25%	6%	12%	27%	20%	10%	98%	99%	67%	40%	29%	0%	40%	37%	30%	
	30至50歲		20%	18%	16%	7%	6%	5%	8%	9%	9%	15%	14%	12%	3%	6%	5%	22%	15%	12%	28%	31%	33%	9%	4%	0%	12%	12%	10%	
	50歲以上		15%	11%	11%	6%	10%	6%	7%	9%	9%	2%	8%	5%	27%	10%	4%	7%	6%	8%	13%	19%	19%	0%	0%	0%	7%	10%	7%	
按性別劃分	男性		21%	20%	21%	10%	9%	9%	10%	11%	10%	21%	20%	18%	9%	7%	5%	17%	12%	10%	47%	55%	43%	25%	7%	0%	17%	17%	14%	
	女性		30%	24%	22%	11%	9%	7%	12%	11%	12%	16%	16%	13%	18%	6%	12%	18%	9%	9%	60%	67%	52%	0%	3%	0%	21%	21%	16%	
按區域劃分	香港及澳門		22%	22%	20%	11%	10%	8%	11%	10%	10%	27%	26%	19%	0.00%	0%	0%	17%	12%	10%	93%	90%	59%	8%	5%	0%	18%	17%	13%	
	中國內地		24%	22%	23%	8%	7%	11%	7%	7%	8%	17%	17%	14%	0.00%	0%	0%	0.00%	0%	0%	42%	56%	49%	0.00%	0%	0%	19%	22%	18%	
	台灣		0.00%	0%	0%	7%	4%	4%	0.00%	0%	0%	10%	14%	7%	0.00%	0%	0%	0.00%	0%	0%	12%	26%	22%	0.00%	0%	0%	16%	17%	13%	
	美國		0%	67%	0%	12%	2%	10%	19%	22%	17%	26%	25%	29%	50%	0%	0%	0.00%	0%	0%	0.00%	0%	0%	0.00%	0%	0%	23%	22%	18%	
	其他		20%	0%	0%	10%	8%	6%	0%	0%	0%	0.00%	6%	0%	10%	7%	6%	0.00%	0%	0%	34%	23%	56%	0.00%	0%	0%	10%	8%	7%	
長期員工自願離職總比率 (%)			25%	22%	21%	10%	9%	8%	11%	11%	10%	20%	19%	17%	10%	7%	6%	17%	12%	10%	55%	62%	48%	8%	5%	0%	19%	19%	15%	
新僱員數據																														
按年齡組別劃分	30歲以下		54%	47%	48%	25%	21%	20%	30%	29%	22%	55%	57%	47%	23%	7%	17%	30%	31%	50%	116%	105%	80%	100%	25%	0%	52%	50%	39%	
	30至50歲		21%	17%	24%	5%	4%	5%	7%	7%	11%	17%	47%	19%	2%	6%	6%	14%	34%	45%	33%	36%	39%	4%	5%	7%	13%	23%	14%	
	50歲以上		16%	13%	16%	6%	5%	5%	8%	8%	9%	8%	26%	28%	22%	6%	3%	7%	33%	49%	16%	19%	29%	0%	0%	0%	8%	12%	12%	
按性別劃分	男性		25%	22%	30%	10%	10%	11%	13%	13%	12%	25%	46%	30%	6%	6%	6%	13%	34%	47%	59%	60%	51%	18%	15%	14%	21%	29%	22%	
	女性		34%	28%	29%	8%	6%	7%	14%	14%	20%	25%	53%	23%	21%	6%	12%	23%	19%	50%	68%	70%	63%	0%	0%	0%	23%	28%	21%	

統計資料		備註 地產		國泰航空集團			港機集團			太古可口可樂 (備註 6)			太古海洋開發集團 (備註 4)			香港聯合船塢集團			貿易及實業			太古公司 (總辦事處)			總計 (備註 1)			
新僱員數據		2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016	2018	2017	2016
按區域劃分	香港及澳門	25%	24%	25%	10%	8%	10%	11%	11%	16%	34%	24%	27%	0.00%	0%	0%	15%	33%	48%	101%	91%	61%	5%	5%	5%	17%	17%	16%
	中國內地	30%	25%	36%	7%	4%	1%	9%	7%	4%	23%	55%	19%	0.00%	0%	0%	0.00%	0%	0%	51%	61%	64%	0.00%	0%	0%	45%	45%	25%
	台灣	0.00%	0%	0%	1%	2%	1%	0.00%	0%	0%	17%	12%	10%	0.00%	0%	0%	0.00%	0%	0%	20%	36%	25%	0.00%	0%	0%	20%	20%	14%
	美國	47%	0%	100%	2%	3%	4%	27%	30%	26%	32%	35%	64%	0%	100%	0%	0.00%	0%	0%	0.00%	0%	0%	0.00%	0%	0%	33%	33%	45%
	其他	20%	0%	0%	5%	7%	9%	0%	0%	0%	0.00%	11%	0%	9%	6%	7%	0.00%	0%	0%	32%	40%	79%	0.00%	0%	0%	8%	8%	9%
新僱員總比率 (%)		29%	24%	28%	9%	8%	9%	13%	13%	14%	25%	48%	29%	9%	6%	7%	15%	33%	48%	65%	66%	58%	5%	5%	4%	21%	29%	21%
培訓數據																												
按僱員類別劃分	高級管理層	37.90	34.76	24.93	6	-	2.75	12.20	16.09	27.39	38.22	41.41	58.49	3.70	0.47	1.80	6.83	7.69	5.11	13.81	17.29	13.07	15.56	11.55	14.88	26.59	51.69	15.52
	中級/初級管理層及監督僱員	28.33	22.20	15.88	20	-	14.47	59.48	52.85	83.95	29.83	23.90	28.57	6.24	0.03	15.73	7.71	5.68	6.11	14.88	14.87	11.22	24.38	25.58	22.29	31.39	27.21	39.93
	面對客戶的僱員	19.50	9.61	10.02	52	-	26.62	40.69	78.10	40.88	21.98	16.35	15.15	0.00	0.00	0.00	0.00	0.00	0.00	24.58	5.41	6.49	0.00	0.00	0.00	33.94	20.27	23.04
	非面對客戶的操作/技術僱員	19.32	18.88	13.06	82	-	12.30	55.33	45.32	62.19	39.82	26.71	32.95	66.41	0.00	4.41	17.08	8.00	8.48	9.56	15.59	13.25	0.00	0.00	0.00	55.19	33.27	26.55
	其他	7.62	11.51	6.88	8	-	1.13	80.98	53.94	163.54	25.91	18.86	22.25	0.00	25.77	155.71	0.00	0.00	0.00	7.32	7.20	6.06	8.25	19.93	1.00	29.07	26.48	69.88
總平均培訓時數		20.90	14.09	11.57	30.59	49.10	21.28	57.36	50.64	65.27	28.63	20.70	23.68	57.35	22.88	123.08	15.46	7.81	7.91	18.51	8.46	8.35	14.61	19.34	18.75	40.72	33.19	30.08
薪資數據																												
按僱員類別劃分性別基本薪資的比率	高級管理層	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	2%	-7%	-
	中級/初級管理層及監督僱員	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-10%	-12%	-
	面對客戶的僱員	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-45%	-61%	-
	非面對客戶的操作/技術僱員	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-41%	-44%	-
	其他	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	10%	-3%

備註：

- 基於四捨五入，總計未必為所示數字的準確總和。
- 由於科學界就燃燒航空渦輪燃油所排放的其他氣體對全球暖化影響沒有一致的共識，因此國泰航空集團只就燃燒航空渦輪燃油的二氧化碳排放量作出報告。國泰航空會密切注視大氣科學這方面的發展，包括英國的「歐米加」(OMEGA) 航空及環境計劃和德國航空宇航中心大氣物理研究所的研究。
- 太古集團耗用的水幾乎全部來自當地供水部門提供的市政供水。太古地產旗下樓宇雖已安裝雨水收集設施，但所收集的雨水量對集團總耗水量影響不大。
- 該數字不包括來自租用船隻耗燃量的排放量，此乃由於根據《溫室氣體盤查議定書》之界定，「租用船隻耗燃量」乃屬議定書中的範疇3。
- 太古公司透過公用事業帳單、採購或服務紀錄，追蹤集團能源耗量及溫室氣體排放量。如果無法獲取相關紀錄，將透過直接測量（例如分錶讀數）來計算使用量。這些數據將於取得前述公用事業紀錄後更新。二零一七年的數據已更新，以反映相關變動。
- 性別薪酬差異乃根據平均基本工資計算。
- 附有此備註的員工數據包括永久、固定期限和臨時合同僱員與年度報告一致。未附有此備註的數據只包括永久員工。
- 表示此可持續發展數據已由羅兵咸永道會計師事務所作出報告，詳情請參閱獨立有限保證證報告。