

Hactlink

The Magazine of Hong Kong Air Cargo Terminals Limited

June 2023

Animal Magic



Face to face with Eddy Liu of China Airlines

摯深訪談——中華航空劉得涼

02

“Animal Limo” ups comfort and cuts stress

動物轎車 更安全舒適

22

Qipaos and suits: the timeless legend lives on

旗袍與西裝 針線出傳奇

26

Something old, into something new — uniforms transformed

一點舊一點新 制服大變身

42

Animal magic

動物專屬星級服務

10

New canine detection initiative sniffs out lithium batteries

引進搜查犬嗅查鋰電池

28

More awards

獲獎連連

34

New facility targets temperature-sensitive e-commerce

全新設施針對電商溫控貨物

30

Hactl's got female talent!

Hactl 女將
百般武藝 志在成長

36

Double honours for green achievements

兩項環保大獎及認證

50

Sustainability actions earn 5 plaudits

五項可持續發展殊榮

51

Message from Chief Executive

行政總裁的話



2023 is proving tough for all of us in air cargo, for reasons mostly beyond our control. But air cargo has always been like that: a dynamic barometer of world trade that's the first to respond to economic downturns, but also the first to recover. We may not see that recovery in 2023, but the good times will be back again soon enough!

Meanwhile, in this edition of *Hactlink*, we take a look at the little-known world of live animal transportation, and most recent enhancements to our live animals handling facilities. You'll also hear about our new Cool Zone facility for temperature-sensitive e-commerce fulfilment.

Our latest face-to-face interview puts Eddy Liu of China Airlines in the hot seat, asking him about recent developments and future plans at one of the world's largest cargo carriers and freighter operators. You'll also hear about our new joint initiative with Qatar Airways Cargo, using sniffer dogs to detect undeclared lithium batteries.

On the awards front, you'll find out about nine more additions to our trophy cabinet, recognising our performance and sustainability works.

Hactl's greatest asset is its people, and we are proud to share the impressive achievements of three female employees, who carry their work-time effort and determination with them into their leisure pursuits.

In our ever-popular “Flavours of Hong Kong” supplement, we look at the work of two master tailors who are keeping their age-old traditions and skills alive in the 21st century, making suits for men and qipaos for women.

Finally, Hactl's pursuit of sustainability goals continues. Our latest project, has seen the transformation of 8,000+ outdated unused uniforms into useful bags and cute teddy bears. We hope this project — which has prevented fabric going to landfill, re-used fabric and given paid employment to people with disabilities — may inspire others to think about responsible consumption. We only have one planet; and many small actions make a big difference.

Enjoy this issue of *Hactlink*.

Wilson Kwong

空運業在2023年面對著市場的不景氣，而業界作為反映環球經濟狀況的指標行業，難免會首當其衝，但一如既往，空運業亦會是較快復甦的行業。縱使我們未必可以在2023年見證復甦，但深信空運業將會再次興旺起來！

今期《貨運連線》，我們為大家介紹較冷門的動物運輸業務，以及貨站最新優化的動物處理設施。貨站最近亦特別為溫控電子商貿貨物開設了全新的「溫控處理專區」。

「人物專訪」請來中華航空的劉得涼，與我們分享華航作為全球領先的客運及貨運航空公司之一，最新的業務發展和計劃。同時，大家會了解到貨站與卡塔爾航空貨運聯手引進搜查犬，嗅查藏於貨物內的鋰電池。

此外，我們很高興榮獲九項大獎，肯定了貨站的卓越服務表現，以及於可持續發展方面作出的貢獻。

貨站一向以人為本，不但重視人才培訓，亦時刻關心員工的身心成長。今期，我們訪問了三位女同事，她們不但在各自的崗位上盡心工作，更於工餘時間全情投入發展個人興趣。

「香港速寫」則為大家介紹兩位老裁縫，如何在21世紀傳承製作旗袍和西裝的手藝。

最後，貨站繼續以不同形式推動可持續發展。我們透過最新環保項目，將8,000多套全新的舊款員工制服升級再造成實用布袋和可愛熊公仔，藉此減少製造布料廢物、為舊制服賦予新生命，並同時為復康人士帶來工作機會，從而鼓勵大家實行可持續的消費模式及關懷社會上有需要的人士。我們深信集眾人之力，透過每人的一小步，聚沙成塔，必定能為保護地球作出貢獻。

希望你喜歡今期《貨運連線》。

鄭永銓



FACE TO FACE WITH EDDY LIU OF CHINA AIRLINES

摯深訪談——中華航空劉得淙



Eddy Liu 劉得淙

Senior Vice President of Cargo, China Airlines
中華航空貨運處資深副總

China Airlines (CAL) is one of the air cargo industry's big hitters, with a fleet that includes 22 wide-body freighters which accounted for some 73% of total cargo revenue in 2022. In this issue of *Hactlink*, we talk to its Senior Vice President of Cargo, Eddy Liu, to catch up on the airline's cargo business and plans:

中華航空（下稱「華航」）乃空運業界領先企業之一，由 22 架寬體貨機組成的龐大機隊，為其於 2022 年帶來約佔公司總收益 73%。今期《貨運連線》請來中華航空貨運處資深副總劉得淙，與我們分享華航的貨運業務及發展：

Pre-pandemic, cargo produced around 30% of China Airlines' total revenue. That share went on to peak at a massive 94% during 2021, when there was a shortage of air cargo and ocean freight capacity, and global supply chains were struggling to cope. The tougher market conditions of 2023 and the return of passenger bellyhold capacity have inevitably brought the figure back down again – but at 40%, it still compares well with the airline's long-term average and the industry norm for a combination carrier.

The airline's current fleet comprises sixteen 747-400Fs and six 777Fs. Four additional 777Fs will be delivered by Q1 2024, bringing the total number of its 777Fs to ten. Says Eddy: "Based on recent market developments and cargo volume trends, and considering the resumption of passenger flights and their routes and frequencies, we plan to maintain a fleet of 18-20 freighters in the future."

疫情前，貨運業務佔華航的總收益約 30%。2021 年，由於空運及海運的載運力不足嚴重影響了全球供應鏈，貨運價格相繼飆升，令華航的貨運收益大幅攀升至 94%。踏入 2023 年，隨著市場環境轉弱及客機腹艙載運力回升，華航的貨運收益亦相應回落，但仍佔其總收入約 40%。作為一間經營客運及貨運業務的航空公司，此表現已超越華航的長期平均水平及同業。

華航目前的機隊由 16 架 747-400F 及 6 架 777F 組成。2024 年第一季前將有 4 架 777F 到位，令其 777F 數量增至 10 架。劉得淙表示：「根據近期市場發展和貨量趨勢，以及客機復常後的航線及班次，我們計劃未來將機隊維持在 18 至 20 架貨機之間。」

China Airlines does not plan to continue relying on the 747F in the future, both because of high operating costs and also the cessation of the aircraft's production. Eddy continues: "Since the outbreak of the Ukraine-Russia conflict, international aviation fuel prices have remained high, and fuel prices and crude oil prices have de-linked; this has caused higher operating costs. In addition, the slowdown of consumer demand has led to a drop in freight rates, resulting in declining cargo revenue. The operating cost of existing 747-400Fs is relatively high, making it difficult to maintain the high profitability seen during the pandemic. Therefore, the addition of 777Fs will effectively ease our operational pressure."

But, of course, there is still demand for the transportation of outsize goods for which the 747F has a unique advantage. So China Airlines will continue with a combination of 747-400Fs and 777Fs for now. "Cargo owners will then have to adapt to the size requirements of new freighters such as the 777F or A350F by redesigning their packaging to reduce the size of the cargo, or use other transportation methods," continues Eddy. "Our company will adjust the sales strategy and actively review the use of our existing fleet, as well as the development of new freighters, so as to respond to the ever-changing air cargo market and prepare for the introduction of the next generation of freighters."

"Our company will adjust the sales strategy and actively review the use of our existing fleet, as well as the development of new freighters, so as to respond to the ever-changing air cargo market and prepare for the introduction of the next generation of freighters."

由於747F的營運成本高昂，而且已經停產，因此華航未來亦不會繼續依賴此機種。劉得濼續指：「自烏俄衝突爆發以來，國際航空燃油價格持續高漲，而且漸漸與原油價格脫鉤，令航空公司的營運成本大增。此外，消費者需求放緩令貨運價格下跌，導致貨運業務的收益亦隨之下降。現有的747-400F營運成本相對較高，難以如疫情期間般為公司繼續帶來可觀利潤，因此添置777F將有助我們紓緩營運上的壓力。」

然而，市場仍然對運送特大及重型貨物存有需求，而747-400F在運載這類型貨物獨具優勢。因此，華航將繼續以747-400F及777F提供貨運服務。劉得濼續稱：「為配合777F或A350F等新型貨機對貨物尺寸的要求，貨主將需要重新設計包裝以縮小貨物的體積，或者改用其他運輸方式。我們將會調整銷售策略，並積極檢討現有機隊的使用及留意新型貨機的開發情況，從而因應空運市場的變化，為引進新一代貨機作好準備。」

「我們將會調整銷售策略，並積極檢討現有機隊的使用及留意新型貨機的開發情況，從而因應空運市場的變化，為引進新一代貨機作好準備。」



Shifting importance

China Airlines operates a large cargo network, with flights to 84 destinations in 25 countries. At home, it covers Taipei Songshan, Taipei Taoyuan, Taichung, Tainan and Kaohsiung. In Europe, it serves Amsterdam, Frankfurt, Rome, London, Vienna and Luxembourg. In Asia, its comprehensive network includes 55 cities, including 15 in Japan and 19 in China, as well as Bangkok, Chiang Mai, Dubai, Jakarta, Bali, Hanoi, Ho Chi Minh City, Da Nang, Kuala Lumpur, Penang, Delhi, Mumbai, Singapore, Phnom Penh, Cebu, Manila, Yangon, Guam, Palau, Seoul and Busan. In the Americas meanwhile, the airline covers 13 cities in the USA and Canada; while in Australasia it flies to Sydney, Brisbane, Melbourne and Auckland. Twelve of those destinations (Dubai Al Maktoum, Luxembourg, Zhengzhou, Mumbai, Delhi, Chicago, Dallas, Miami, Anchorage, Seattle, Houston and Atlanta) are dedicated freighter-only points.

Recent times have seen a shift in the relative importance of the airline's markets, Eddy explains: "In the post-pandemic era, the demand for air cargo to the United States has cooled, while the increase of travel will create greater bellyhold capacity. This means changes to both the demand and supply sides of the air cargo market. So we have adjusted our operational strategy on cargo transportation, reducing the proportion of flights to the United States, strengthening the import and export services intra Asia, and expanding our coverage of the sources of goods from Asia to Europe."

調整業務策略

華航龐大的貨運網絡覆蓋全球25個國家共84個航點。其台灣航點包括台北松山、台北桃園、台中、台南及高雄。在歐洲，則包括阿姆斯特丹、法蘭克福、羅馬、倫敦、維也納和盧森堡。而其全面的亞洲服務網絡涵蓋55個城市，包括15個日本城市、19個中國城市，以及曼谷、清邁、迪拜、雅加達、峇里島、河內、胡志明市、峴港、吉隆坡、檳城、德里、孟買、新加坡、金邊、宿霧、馬尼拉、仰光、關島、帛琉、首爾和釜山。美洲方面，華航的航點遍及13個美加城市，而澳大利西亞則包括悉尼、布里斯本、墨爾本和奧克蘭。在其龐大網絡中，為12個航點（迪拜的阿勒馬克圖姆、盧森堡、鄭州、孟買、德里、芝加哥、達拉斯、邁阿密、安克拉治、西雅圖、休斯敦和亞特蘭大）提供純貨機服務。

最近，華航調整了業務比重，劉得濼解釋道：「在後疫情時代，隨著前往美國的空運需求降溫，以及客機腹艙載運力因旅客增加而上升，空運市場在供求兩方面皆出現了變化。因此，我們相應地調整了貨運業務的營運策略，減少美國航線的比重，加強東南亞地區各國間進出口市場的服務，以及拓展亞洲地區往歐洲的貨源範圍。」

Adjustments are being made to the fleet and schedules to respond to the changing market demands in different regions. Eddy continues: "In mid-March 2023, we added three new flights per week from Taipei to Luxembourg via Penang; the return flight makes a stop in Singapore. By operating direct flights from Southeast Asia to Europe, we can reduce the duration of stopovers at Taipei, so enhancing our services and efficiency. Our remaining European flights will continue to stop over in Delhi, Mumbai, and Dubai, where we can unload some of our cargo and reload with new traffic. This will help us optimise the source of goods and create a two-stage revenue mechanism, so steadily developing our business in the Middle East and Indian markets."

Eddy says CAL is also focusing on the development and growth of the Japanese automobile industry. "We increased the frequency of flights from Nagoya to Chicago, from the originally-planned three times a week, to four times a week in April, then to five times a week in May. This will help us operate our business stably in the Japan-US market, expand our revenue at stopover points and optimise our revenue mix." China Airlines also increased its Miami flights to three per week in May, in order to pick up revenue from South America-originating cargo, and expand its market share in the region.

China Airlines also provides charter services for long-term customers. Eddy says the charter business still makes an important contribution to the airline's overall cargo revenue: "We will continue to provide a high standard of charter and scheduled services to our customers."

"As more passenger planes gradually resume operations while cargo demand fails to maintain the same level of growth, this will intensify market competition."

「雖然客機逐漸恢復運作，但貨運需求卻未有同步上升，故市場競爭將愈趨激烈。」

華航正因應各個地區不斷變化的市場需求，調整其機隊和航班。劉得濼續說：「我們於2023年3月中增設了每週3班由台北出發經檳城前往盧森堡，返程經停新加坡的航班服務。另外，我們透過由東南亞直飛歐洲的航班，減少了經停台北中轉的時間，從而提升服務水平和效率。而其餘的歐洲航班則繼續在德里、孟買和迪拜中途停留，以在這些中間經停點上落貨物。此舉有助我們優化貨源和達至兩段式營收效益，以及穩定地發展中東及印度市場。」

劉得濼指公司亦積極關注日本汽車產業的發展和增長：「我們已增加從名古屋前往芝加哥的航班，從最初規劃的每週3班，到今年4月增至每週4班，到5月更增至每週5班。這規劃讓我們穩定地發展日本與美國之間的貨運業務、擴大中間經停點的收益，以及優化營運收益。」此外，華航由5月起將前往邁阿密的航班增至每週3班，以穩定南美地區的貨源收益，及擴大公司在當地的市場份額。

華航亦有為長期客戶提供一些包機服務。劉得濼指此項業務在華航整體貨運收益仍扮演重要角色：「我們將繼續為客戶提供高水平的包機和定期航班服務。」



Structural changes

Much has been said recently about the slow down in air cargo traffic globally. So how does China Airlines view the situation, and how is it responding? "To be honest," declares Eddy, "after achieving great results in the past two years, the air cargo industry has been hit hard by rising fuel prices and falling freight rates. This had a huge impact on the operation of our 747-400Fs." In addition, Eddy points to structural changes in the air transport and logistics industries which have been exacerbated by various factors such as the US-China trade war and the COVID-19 pandemic.

"We see a trend of manufacturing lines' relocation; however, at the moment there's still no significant export demand from neighbouring Southeast Asia countries. In addition, as more passenger planes gradually resume operations while cargo demand fails to maintain the same level of growth, this will intensify market competition." Labour and material shortages, as well as rising production costs caused by the pandemic, are also increasing operating costs and compressing profit margins for the aviation industry. "Therefore, our company will continue to monitor market changes and the effects caused by the relocation of industry clusters, and will make adjustments to our short-term operations and mid-to-long-term development."

China Airlines has been pursuing the same goals of increased efficiency and improved accessibility that are now commonplace among cargo carriers. Key among its own measures is the recent adoption of a full cargo management operating and marketing solution from IBS Software, one of the leaders in SaaS solutions to the travel and cargo industry.

China Airlines will use IBS Software's iCargo solution to facilitate its digitalisation, transitioning from its existing cargo system to a new single platform which includes sales, import and export operations, air mail handling and revenue accounting capabilities. Eddy is enthusiastic about the benefits: "By introducing a new system, our company will transition from the current decentralised management model to a brand new, unified platform.

"We will introduce industry-standard functions which will greatly simplify our internal management processes and improve efficiency. Externally, we will be able to provide a variety of products more quickly across different sales channels, providing customers with higher quality and more transparent information."

結構性轉變

最近，有不少人指全球空運量正在下跌，華航對此有甚麼看法和應對措施？劉得濼回應道：「老實說，空運業在過去兩年迭創佳績後，因為油價高漲和空運價格下跌接踵而來，而深受打擊。這對747-400F的營運更帶來嚴重影響。」此外，他指中美貿易戰和新冠疫情等因素，亦加劇了空運和物流業的結構性轉變。

「我們觀察到廠商有轉移生產線的趨勢，但目前在我們鄰近的東南亞國家並未看到顯著出口需求。此外，雖然客機逐漸恢復運作，但貨運需求卻未有同步上升，故市場競爭將愈趨激烈。」另一方面，疫情造成人力和物資不足的問題，令生產成本上升，亦導致空運業的營運成本上漲，壓縮利潤空間。「因此，我們將繼續密切留意市場變化和產業鏈遷移帶來的影響，以適切地調整短期的營運策略和中長期的發展方向。」

一如其他貨運航空公司，華航一直積極提升效率，務求為客戶提供更便利的服務。其中一項重要舉措，是最近採用了由IBS Software（為旅遊及貨運業提供「軟體即服務」解決方案的頂尖供應商之一）提供的貨物管理營運及營銷解決方案。

華航將透過採用IBS Software的iCargo解決方案，進一步推行數碼化，以包含艙位銷售、進出口作業、空郵處理及收益結算功能的全新一站式平台，取代現時使用的貨運系統。劉得濼有信心新系統將為營運及服務水平帶來莫大裨益：「透過引入新系統，我們將從現行的分散式管理模式，轉為全新的一站式平台。」

「我們將引入多項符合業界標準的功能，從而大幅簡化內部的管理流程和提升效率。對外方面，我們將能更迅速地在不同銷售渠道上提供不同種類的服務方案，為客戶提供更全面和詳盡的資訊。」

“We have a strong connection and appreciate Hactl’s support for our daily operation, which is highly-efficient and of high quality.”

「華航與 Hactl 一直維持緊密的合作，更感謝 Hactl 的高效和卓越服務，為我們的日常運作提供最可靠的支援。」

Second most important

China Airlines has a very long relationship with Hong Kong: its very first freighter service operated there from Taipei on 7th May, 1960. During the pandemic, when demand for cargo transportation was at its all-time peak, the airline operated up to twenty 747-400 freighter flights per week to Hong Kong. However, the airport’s night-time noise ban on 747-400Fs curtailed their use, particularly impacting China Airlines’ capacity for handling express cargo. “We could operate only around 12 flights per week,” adds Eddy, “but additional flights were arranged depending on demand.

“After the delivery of our sixth 777F this year, we will increase our flights to 17 per week since the 777F is not restricted by HKIA night-noise controls, and this will help us strengthen our products and services in Hong Kong.” This is important for the airline, which ranks Hong Kong as its second most important destination, both in terms of revenue and tonnage.

Hactl has been China Airlines’ Hong Kong cargo handler “for a long time,” continues Eddy. “We have a strong connection and appreciate Hactl’s support for our daily operation, which is highly-efficient and of high quality.”

Looking back on his 37-year career with China Airlines, Eddy reflects on some of the changes he has witnessed: “When I joined China Airlines, Taiwan was experiencing an economic boom. Export goods processing zones were everywhere, and they mostly specialised in traditional export goods such as clothing and shoes. At that time, mimeograph machines and typewriters were still used and essential to airport operations.”

As technology has advanced, Taiwan’s exports have also shifted to computers, communications, and consumer electronics, along with computer peripherals and networking equipment. “Recently,” continues Eddy, “semiconductor machinery and chips have become the main products. The only thing unchanged is that perishables still rely on air cargo transportation.” In the related area of cold chain logistics, Eddy says it was the ever-growing industry attention on pharmaceuticals that led China Airlines to obtain IATA CEIV certification in 2019.

第二重要航點

華航與香港多年來維持著緊密的關係，其首班貨機早於1960年5月7日，從台北飛抵香港。新冠疫情期間，當貨運需求達到高峰時，每週達到20班747-400貨機飛往香港的規模。然而，由於香港國際機場噪音管制條例禁止747-400F在夜間航行，華航的快遞貨物服務亦受到顯著影響。劉得淙補充指：「我們每週僅能提供約12班機，但會視乎市場需要增設航班。」

「由於777F不受香港國際機場夜間噪音管制措施限制，因此今年第6架777F交機後，我們可增至每週17班機，以加強我們在香港的服務。」無論是收益或貨量，華航都視香港為第二重要航點，因此777F航班對其營運和發展相當重要。

Hactl 多年來為華航在香港提供專業的處貨服務，劉得淙指：「華航與 Hactl 一直維持緊密的合作，更感謝 Hactl 的高效和卓越服務，為我們的日常運作提供最可靠的支援。」

回想在華航工作的37年間，劉得淙見證到不少變化：「加入華航時，正值台灣經濟起飛，加工出口區林立，主要生產成衣和鞋履等傳統出口貨物，機場作業仍依賴油印機和電報機等設備。」

隨著科技不斷發展，台灣轉而出口電腦、通訊設備、消費電子產品，電腦周邊和網絡設備。劉得淙指：「最近更以半導體機器和晶片為主；唯一沒有改變的，是鮮活貨物仍然依賴空運服務。」至於冷鏈物流方面，劉得淙表示近年醫藥品冷鏈運輸逐漸受到業界重視，故華航亦在2019年獲取了相關的IATA CEIV認證。

Environmental concerns

The industry faces new challenges every year, and environmental concerns are a much more recent phenomenon that are having far-reaching consequences, particularly for operators of freighters, as carbon emissions and noise restrictions increasingly affect when and where they can operate, and with what types of aircraft. These are challenges that cargo operators must face.

Eddy Liu originally joined China Airlines Cargo as ground crew. In 1997, he was promoted to Cargo Manager of Miami, and subsequently held a number of senior posts: General Manager of Marketing & Planning Department, General Manager of Cargo Sales & Services Europe, General Manager of Cargo Sales & Services The Americas, Vice President of Cargo Services & Logistics Division, then Vice President of Cargo Sales, Marketing & Services Division. In 2023, he was promoted to Senior Vice President, and now also oversees the Information Management Division in addition to cargo sales.

As Cargo Manager in Miami between 1997 and 2000, he gained an in-depth understanding of the agricultural products that made up the bulk of the regional export trade; in 1998, he helped arrange the first charter flight of cherries from Chile to Taiwan. Later, as General Manager of Marketing & Planning Department and General Manager of Cargo Sales & Services Europe, he developed and launched freighter services to Prague, Milan and Stockholm. In 2020, *Air Cargo World* named Eddy “Air Cargo Executive of the Year”.

環保因素

業界每年均面對著不同的新挑戰，近年備受關注的環保議題，更會帶來長遠的影響，特別是對貨機營運商；碳排放和噪音限制將影響貨機的營運時間、地點和機種。這些都是貨機營運商必須面對的挑戰。

劉得淙於1986年加入華航擔任機場基層貨運員，於1997年調任總公司並為邁亞密貨運部貨運經理，其後更出任不同高級管理層職務，包括：貨運處企劃發展部經理、歐洲貨運中心總經理、美洲貨運中心總經理、貨服處處長、貨運處處長。2023年，劉得淙晉升為華航資深副總，除貨運業務外，更督導公司的資訊管理處。

劉得淙於1997至2000年任職邁亞密站貨運經理期間，對當地主要出口之農產品情況尤為了解及掌握最新資料，更在1998年促成首班由智利到台灣的櫻桃包機。其後，劉得淙在任職貨運處企劃發展部經理及歐洲貨運中心總經理期間，亦陸續規劃及開展前往布拉格、米蘭和斯德哥爾摩等航線。他更在2020年獲貨運雜誌《Air Cargo World》選為「年度航空貨運風雲人物」。





Animal Magical

動物專屬星級服務



Airfreight has a long history of moving animals, but it remains a specialised and highly-emotive commodity whose complexities and challenges lead most forwarders and many carriers to shy away from it. In this issue of *Hactlink*, we lift the lid on this largely unknown business:

雖然利用飛機運送動物已有多年歷史，但由於這些「特別乘客」各有不同的需求，並且要加倍關顧，加上運送過程往往既複雜又充滿挑戰，因此很多貨運代理和航空公司均沒有提供此項服務。在今期《貨運連線》，我們將會為大家介紹此項較冷門的業務：

The International Air Transport Association (IATA) reports that over 4 million pets and live animals are transported by air each year, largely because it offers a high level of welfare and safety. "Air cargo facilities are designed to maintain stable temperatures, humidity levels, and air pressure, which are critical in ensuring health and well-being during transport," says IATA's Global Head of Cargo, Brendan Sullivan. "Moreover, air transport is the fastest way to move live animals across long distances, reducing travel time and minimising stress."

The animals most commonly carried by air are pets, livestock, aquatic animals, laboratory animals and exotic animals. "Domestic pets may travel by air when owners relocate or go on vacation," adds Brendan. "Fish and other aquatic animals are often transported for aquaculture purposes. Air transport is important for breeding stock of farm animals and racing horses. Wildlife is often transported by air for the pet trade or conservation and research purposes, because air transport accesses remote locations that may be difficult or impossible by road or sea."

國際航空運輸協會 (IATA) 報告指，由於空運既安全又能保障動物的福利，因此每年有超過 400 萬隻寵物和動物以空運方式運送。IATA 全球貨運主管 Brendan Sullivan 表示：「空運設施能提供穩定的溫度、濕度和氣壓，這對確保動物在運送期間保持安全和舒適至關重要。此外，空運亦是最快捷的運送方法，隨著旅程時間縮短，動物所承受的壓力亦可減低。」

最常以飛機運送的動物包括寵物、牲畜、水生生物、實驗動物和野生動物。Brendan 說：「當主人外遊或移居海外時，便可能以空運方式運送他們的寵物。而魚類和其他水生生物，則通常是因為水產養殖的需要而運送。空運對繁殖農畜和競賽馬匹亦十分重要。此外，由於飛機能前往一些難以經陸路或海路抵達的偏遠地區，因此寵物貿易商或保育及研究機構，亦通常會採用空運方式來運送野生動物。」

Strict regulations govern live animal transport to prevent the spread of diseases, and protect animal safety and welfare. These regulations, together with State and Operator Variations, are published in the IATA Live Animals Regulations (LAR). This is updated annually to incorporate changes in regulations, and new scientific and industry recommendations. Since its introduction 50 years ago, new sections have been added covering aquatic animals, primates and reptiles, as well as new container and labelling requirements, and rules for animal transport during exceptional weather conditions. "In 1970, the LAR contained 66 pages," continues Brendan. "Now it has more than 570 pages. The IATA LAR is continuously evolving." Currently, the Live Animals and Perishables Board is working on companion animal welfare, live animals in-cabin, and sedation guidelines.

In 2018, IATA added Live Animals to its growing suite of CEIV accreditation programmes. CEIV Live Animals establishes baseline standards to improve competency, infrastructure and quality management in the handling and transportation of live animals. There are currently 23 certified companies: 6 airlines, 8 cargo handling facilities, 3 GHAs (ground handling agents) and 6 freight forwarders. Says Brendan: "Another 10 companies are in the process of achieving certification and, with the number of consignments of live animals increasing year on year, we expect the number of certified companies to grow respectively."

為防止傳播疾病及保障動物的安全和福利，活體動物運輸一直受嚴格的規例監管。這些規例和「國家及營運人差異」規則，均刊於 IATA 的《活體動物運輸規程》(LAR)，並每年更新一次，以涵蓋規例中的各項修訂及最新的科學和業界建議。自 50 年前推行以來，LAR 不斷加入新的章節，以涵蓋水生生物、靈長類動物和爬行類動物、航空載具和標籤的最新要求，以及於特殊天氣下運送動物的規則。Brendan 續稱：「1970 年，LAR 只有 66 頁，但今天已增至超過 570 頁，而且持續更新及修訂。」目前，IATA 的活體動物及鮮活貨物委員會正在制訂寵物福利、機艙放置活體動物，及使用動物鎮靜劑的相關指引。

IATA CEIV 認證項目的涵蓋範圍不斷擴大，更在 2018 年加入活體動物運輸。CEIV 活體動物運輸認證透過制訂基本標準，提升業界相關的服務水平、基建設施及品質管理。目前共有 23 間公司已經取得相關認證，當中包括 6 間航空公司、8 間貨物設施營運商、3 間地勤服務代理商及 6 間貨運代理。Brendan 指：「另外還有 10 間公司正在進行認證過程，而隨著活體動物的數量按年不斷增加，我們預計將會有更多公司取得此項認證。」

Over 4 million pets and live animals

**are transported by air each year,
largely because it offers a high
level of welfare and safety.**



由於空運既安全又能保障動物的福利，因此每年有超過 400 萬隻寵物和動物以空運方式運送。

Snails to elephants

Among the select band of specialist global animal shipping companies is JCS Livestock. Based in the UK, the company has handled all kinds of live animals for all types of customers since 2000. "It could be absolutely anything," says Michelle Brereton, the company's Project Manager. "Snails to elephants, gorillas, tiger sharks ... anything you can think of, we have probably done it!" That also includes day old chicks and ducklings, hatching eggs, and even bull semen. "A lot of falcons travel to Dubai in the falconry season, from June through to September." Operations Director Simon Obank adds. "The falcons are for racing, and there's a lot of paperwork to check.

"We have also moved Bermudan snails, which are being bred in the UK and shipped to Bermuda. We've done 2 shipments, and now they are back in their natural habitat." Each tiny snail is individually marked to identify it, in a delicate and highly labour-intensive process.

"Among the largest animals to date have been elephants and white rhinos," he continues. "We've transported sea lions including a mother and child, and sharks. There's a lot of aquarium work." But he is adamant that they have clear ethical policies that preclude moving animals for testing.

The market is currently a mixed picture, continues Simon: "The UK import market has suffered both because of Brexit and economic uncertainty; these have impacted the number of people moving here. If people aren't moving, pets don't move. And if people aren't going on holiday and taking their pets with them, it also affects us. But when it comes to zoological and conservation movements which have been years in the planning, they are still going ahead. The commercial and conservation side is definitely a growth business."

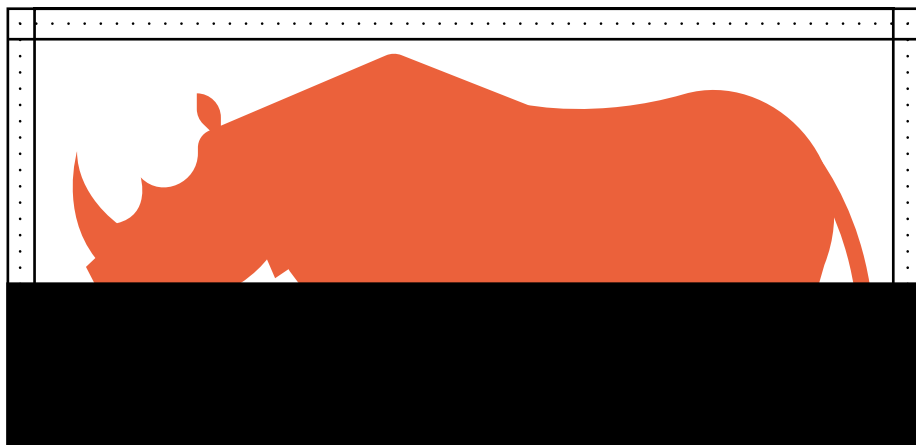
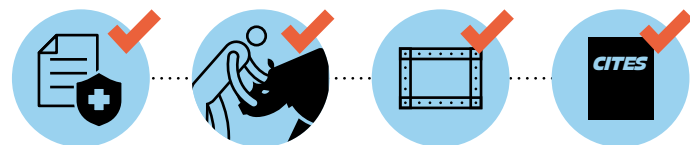
小至蝸牛 大至大象

英國的 JCS Livestock 為全球頂尖的動物運輸公司之一，自 2000 年成立以來，為不同客戶運送各種類型的動物。其項目經理 Michelle Brereton 表示：「我們運送的動物包羅萬有：蝸牛、大象、大猩猩、虎鯊……任何你想像到的動物，我們都接觸過！」此外，公司更運送過剛出生的小雞和小鴨、孵化蛋，甚至公牛精液。營運總監 Simon Obank 補充指：「每達到了 6 月至 9 月的獵鷹季節，我們都會運送大量競賽用的獵鷹到迪拜，當中涉及很多文件處理工作。」

Simon 續稱：「我們亦曾經將兩批在英國培育的百慕達蝸牛運返百慕達，讓牠們回到本來的自然棲息地。」每隻小蝸牛的身上都需要加上標記以作識別，整個過程需要大量人手完成精細的工序。

他續指：「直至今日為止，我們運送過最大型的動物有大象和白犀牛。此外，亦運送過一對海獅母子和鯊魚。我們有很多工作都與水族館有關。」然而，他指公司訂立了明確的道義政策，拒絕運送用作實驗的動物。

Simon 指目前市場環境不可一概而論：「脫歐和經濟前景不明朗，令英國進口市場飽受衝擊，亦導致前往英國的人數下跌。假如人們的流動量減少，運送寵物的需求亦會隨之下跌；而如果人們不帶同寵物外遊，我們的業務亦會受到影響。然而，那些已經籌備多年的動物保育計劃，無論如何都會繼續進行。此保育相關的業務無疑具有相當大的增長潛力。」



The preparations and processes involved in moving all animals are complex and require specialist knowledge, continues Simon: "For a rhino, we would firstly ensure that the destination country would be able to import it. We'd look at the health requirements for it to move; there might be a certain quarantine period before it leaves or when it arrives, and certain vaccinations it might need. We would advise you and your vet what you need to do to ensure the health certificate (an official government document completed by vets here in the UK) is signed off, and in the case of a rhino you would need CITES (Convention on International Trade in Endangered Species of Wild Fauna and Flora) paperwork as well.

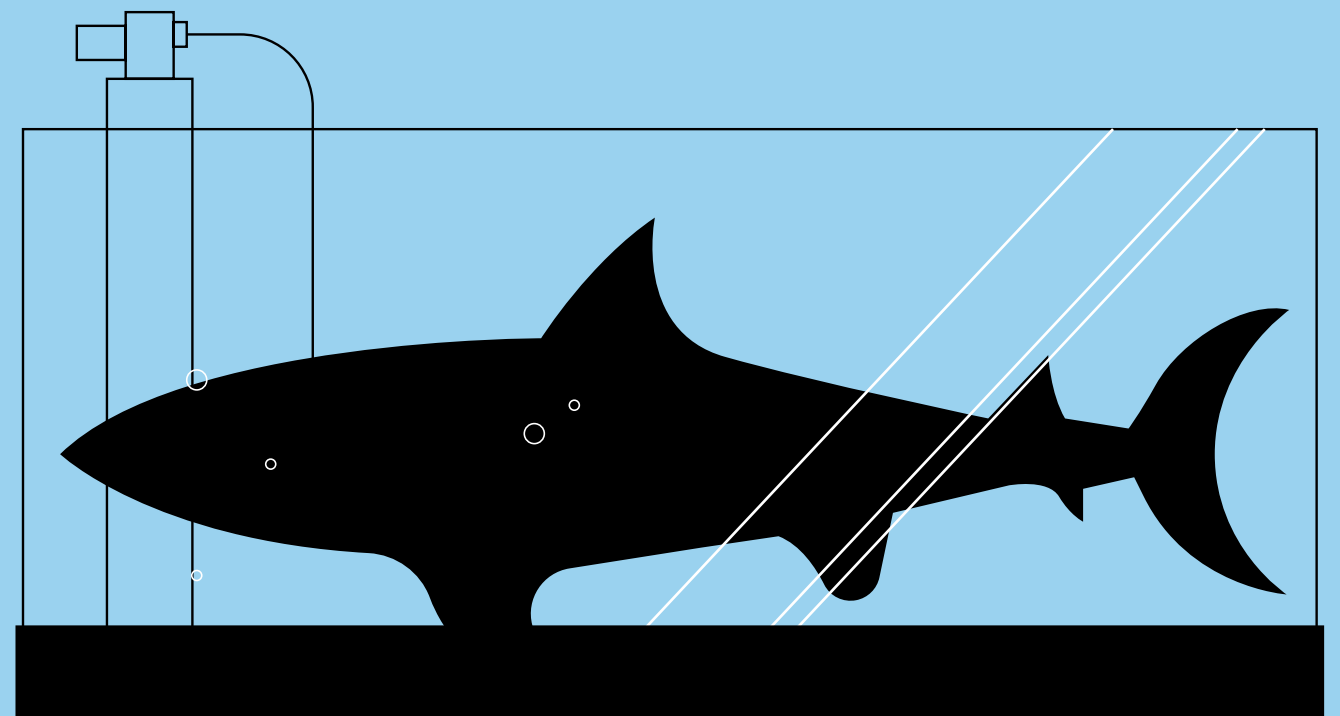
"Then we would liaise with the destination agent, because we need to know about any specific import requirements and any additional import permits involved. We would also need to organise the transport to and from the airports. With rhinos we would liaise with the airline to ensure their aircraft was large enough, that there was a suitable service available to that destination, and that they have facilities for the grooms. We would also ensure the crating requirements were met; for that type of shipment we would need a very robust custom-built container."

無論運送哪種動物，當中均涉及繁複的準備工作和程序，以及專業知識。

無論運送哪種動物，當中均涉及繁複的準備工作和程序，以及專業知識，Simon 續指：「以犀牛為例，我們首先需要確保目的地國家准許進口犀牛，繼而了解運送這種動物的相關健康要求；例如動物在離境前或抵達目的地後，可能需要接受隔離和接種某些疫苗。我們會為客戶和他們的獸醫提供意見，以助他們取得相關的動物健康證明書（由英國獸醫擬備的政府官方文件）。如果運送的是犀牛，客戶更需要辦理 CITES（瀕危野生動植物種國際貿易公約）的相關文件。」

Simon 續說：「接著，我們會與目的地的代理商聯絡，以了解當地是否有特別進口要求，以及是否需要提供其他進口許可證。此外，我們亦需要安排往返機場的交通。以犀牛為例，我們需要與航空公司聯絡，確保它們能提供所需的龐大艙位和設備，以及目的地具備相關設施和動物照顧人員所需的設備。除此之外，我們還需要確保航空載具符合指定要求；如果運送的是犀牛，就需要專門訂造一個非常堅固的載具。」

The preparations and processes involved in moving all animals are complex and require specialist knowledge.



Welfare the priority

Although airfreight is used for its speed, does that mean animal shipments can be handled at short notice? “It depends on the destination and type of animal,” continues Michelle. “If it’s a cat or dog or destination without any special requirements, it can be turned around quickly as long as we can get space on the aircraft. But if it’s something that has more detailed requirements on the health certificate — such as time periods you have to wait between one vaccination and another — you might have to wait 6 weeks.” “A lot of the conservation work we do is 4 to 5 months in advance,” adds Simon, “because welfare is the main priority, and making sure everything goes smoothly without incident.”

Vets are involved in every shipment; for cats and dogs, JCS Livestock works with its chosen vet, so can offer customers an all-inclusive service incorporating treatments and signing off the health certificate. “For zoo animals and bigger movements, we generally work with the customer’s own vet, or provide guidance on who they can use,” says Michelle. “It has to be an official veterinarian: it can’t be just a practice vet, they have to be qualified to sign off the health certificate. We work with DEFRA (the UK’s Department for Environment, Food & Rural Affairs) and its offshoot APHA (Animal and Plant Health Agency) who are the governing bodies for these certificates. They always offer advice to the vets and we can liaise with them and the vets to ensure the paperwork is understood and correctly completed.”

In such a complex business, it’s perhaps surprising that there is no central source for all the information required. That’s why there is no substitute for practical experience, says Simon. “Phil Knowles, who manages the zoological side of our business, has been doing it for us for 26 years. He was one of the first people to move animals through London Heathrow. When you’re moving a pet for somebody it’s like moving one of their family: you want to be able to give them the right information, and make them feel comfortable.”

“When you’re moving a pet for somebody it’s like moving one of their family: you want to be able to give them the right information, and make them feel comfortable.”

「運送寵物，就如接送客戶的家人一樣，因此我們希望為他們提供正確的資訊，讓他們感到安心。」

動物福利為先

雖然空運是最快捷的運送方式，但是否代表能在倉促的通知下辦理？Michelle 回應：「這視乎目的地和動物的種類而定。假如運送的是貓或狗，或者目的地沒有任何特定要求，我們只要取得機位，便能在短時間內完成辦理工作。然而，若某些動物需要符合更多細節要求以獲取健康證明書，例如牠們必須接種多種疫苗，而每次接種之間需要相隔一段時間，整個過程便可能長達六星期。」Simon 補充指：「動物福利是我們的首要考慮因素，為了確保一切順利進行和避免運送途中發生任何事故，我們有很多保育相關的運送工作都需要提早4至5個月開始辦理。」

每個運送動物的項目，獸醫均會參與其中。假如是貓和狗，JCS Livestock 會與其指定的獸醫合作，為客戶提供包括治療及簽發健康證明書的一站式服務。Michelle 說：「至於動物園的動物以及較大型的動物，我們一般會與客戶的指定獸醫合作，或於選擇合適獸醫方面提供意見。這些獸醫必須具備相關官方機構的認可資格，可以簽發有效的健康證明書，不能只是一般執業獸醫。此外，我們亦會與負責管轄有關證明書的 DEFRA (英國的環境、食物及鄉郊事務部) 及其分支機構 APHA (動植物健康局) 緊密溝通。這些機構經常向獸醫提供建議，我們可以與他們和獸醫聯絡，以確保能全面了解和正確地辦理所有必須文件。」

運送動物乃一項相當複雜的業務，但業內卻沒有統一的平台提供所有相關資訊。因此，Simon 認為實質的工作經驗是無法取代的。他說：「Phil Knowles 在我們公司專責處理動物園相關的業務已達26年，他是第一位在倫敦希斯路機場負責運送動物的同事。運送寵物，就如接送客戶的家人一樣，因此我們希望為他們提供正確的資訊，讓他們感到安心。」

In 1970,
the IATA Live Animals
Regulations (LAR)
contained 66 pages.

Now it has
**more than
570 pages**



There are currently
23 companies
achieved CEIV Live
Animals certification:

**6 airlines,
8 cargo handling facilities,
3 GHAs,
6 freight forwarders**

Before any animal gets onto an aircraft,
it has to have

**fit-to-fly certification
from a vet**
within 48 hours of departure



Horses and
other large
animals
tend to
**travel
with
a groom**



Animals
**are not
sedated
before a flight**



We prefer to take a
direct flight,
but for long-haul flights you
would never do that:
you would have a stopover.
We would never let the animal
travel for that period of time;
12-14 hours
would be the longest

Constantly changing

“It’s about asking the right questions, and ensuring you keep up to date ... making note of changes, so you can advise customers correctly. It’s about checking with the destination whether anything has changed — especially for the big animal movements. But even for cats and dogs, the authorities can change policy all of a sudden, while airlines will change what they accept, and the routes and so on are constantly changing. You’ve got to just keep asking the questions. IATA, customs, and the airlines all have their own regulations, which we have to meet,” adds Michelle.

Simon continues: “A general forwarder doesn’t have the detailed information and experience, or understand the requirements. We have that information. When it comes to zoological moves the customer has to feel happy working with us — that we understand the requirements and have everything in place. If anything were to go wrong it would be a PR nightmare for them and us.”

In reality, so thorough are the procedures and regulations, that things almost never do go wrong, says Michelle. “But there’s occasionally something along the line, like a flight’s delayed. These are live animals — not a carpet that can wait in a warehouse for a couple of days. We always have that added pressure that their welfare is being looked after, that they’re not travelling for longer periods than necessary, and that there is a place where they can be looked after if there is a problem.

“Technically the problem rests with the handler once they’ve received the animal, but handling sheds don’t necessarily have facilities for holding animals. What we do have at LHR is the Heathrow Animal Reception Centre (HARC) which is the Border Post for LHR. If a cat misses its flight or there’s a delay, we can either arrange for HARC to go and collect it or drop it back for us to collect. The HARC is like a big cattery and kennels, and they also have facilities for horses, fish and so on. We wouldn’t want animals staying at a shed any longer than necessary. We have the facilities here to let them out and give them food and water.”

Before any animal gets onto an aircraft, it has to have fit-to-fly certification from a vet within 48 hours of departure. “If there is any reason why the vet feels the animal cannot travel, it won’t,” adds Michelle.

The route is of great importance in ensuring the safety and comfort of the animal, says Michelle: “If the animal is travelling to Singapore, for example, we prefer to take a direct flight, but for Australia you would never do that: you would have a stopover. We would never let the animal travel for that period of time; 12 to 14 hours would be the longest.



了解最新情況和要求

Michelle 補充說：「為此，我們需要適切地向客戶查詢所有相關事宜，以相應地提供正確的建議。同時，我們需要確定目的地的最新要求，這對運送大型動物特別重要。即使是貓和狗，有關當局亦可能突然更改政策，而航空公司亦可能會不斷調整可運送動物的種類及航線等。因此，我們需要不斷向各方查詢以了解最新情況。IATA、海關及航空公司均備有各自要求和規則，而我們都必需一一遵守。」

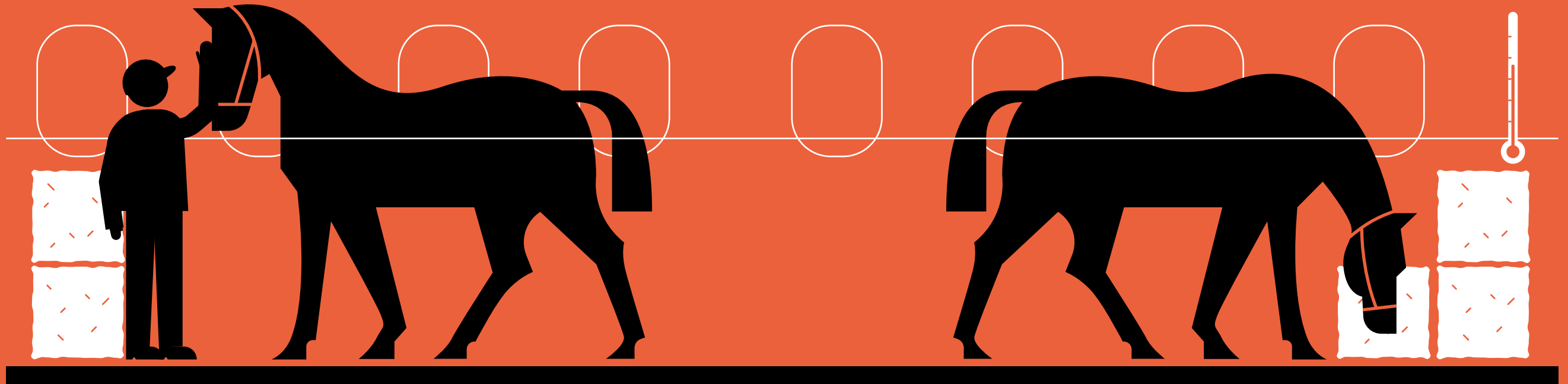
Simon 續說：「一般貨運代理缺乏相關的詳細資訊和經驗，亦未必了解運送動物的所有要求，但我們掌握一切資訊和要求。尤其在運送動物園動物的項目，我們必須了解所有規範和要求，以及具備一切所需資源，讓客戶對我們的服務有信心。假如運送過程中有任何出錯，無論對客戶或我們而言，都是一場公關災難。」

Michelle 指出，事實上，公司設有周詳的程序和嚴謹的守則，因此所有任務幾乎都能順利完成。「但是偶然仍會發生如航班延誤等情況。我們運送的是活生生的動物，並不是可存放在倉庫內幾天的地毯，因此我們必須顧及這些動物的感受，避免延長運送牠們的時間，以及一旦發生問題都能為牠們提供一個適當的照顧空間。」

Michelle 續說：「技術上來說，當我們把動物交予地勤服務商後，他們有責任照顧動物。然而，並不是所有地勤服務商均具備動物居所。倫敦的希斯路機場設有希斯路機場動物接待中心 (HARC)，作為機場的邊境動植物檢疫中心。假如有一隻貓錯過了航班或航班有所延誤，我們便可安排 HARC 接收有關動物，或把牠送回給我們照顧。HARC 就如一個大型的貓狗居所，中心更具備適合馬匹和魚類等動物居留的設施。我們不希望動物在居所內逗留超過正常所需的時間。同時，居所更備有動物所需的食物、水和活動設施。」

任何動物都必須在登機前的 48 小時內取得由獸醫簽發的證明書，以證明牠們適合乘搭飛機。Michelle 說：「如果獸醫因任何理由認為動物不適合乘搭飛機，我們便不會安排牠們上機。」

選擇合適的航線，對確保動物在運送過程中感到安全和舒適亦十分重要。Michelle 說：「例如要將動物送往新加坡，我們便會選擇直航；但如果目的地是澳洲，我們便一定不會選擇直航，而會選擇有中轉站的航線。我們絕對不會讓動物航行超過 12 至 14 個小時。」



Nice touch

“We know what facilities exist on particular routes. If a stopover is involved, we may pick one carrier over another because of the facilities they have,” Michelle continues. Maintaining a dialogue with carriers is important, she says, in keeping up to date with any service changes and new facilities. “It’s important to be able to give customers that information, especially with cats and dogs, which are like their children — that, when they get to the stopover point, they’re going to be well looked after. Sometimes we even get pictures from the airline, which is a really nice touch.”

Another factor is the aircraft type being operated; not all are suitable, she continues: “If an airline cannot offer ambient temperature in its hold, then it will not accept the booking. And if it comes to the point of loading and the system fails, the animal will not be loaded.” Ground conditions also matter, she continues: “Some airlines and handlers have air-conditioned vehicles to transfer animals on the ramp, but others don’t. So, at certain times of the year if temperatures are too high or too low for boarding or unloading, they also won’t accept the booking.”

Contrary to what one might expect, animals are not sedated before a flight, says Michelle: “Sedation reduces blood pressure, and when they are travelling by air it drops again, which could be fatal; so we never, ever sedate animals. Horses and other large animals tend to travel with a groom, and if they become stressed the groom can look after them and administer medication if required. But if animals are put in the bellyhold, there is nobody to look

after them and any kind of sedation could be really dangerous. All animals are certified fit to fly: although the flight can be stressful for them, it should never be so stressful that they need any kind of sedation.”

After many years of animal transportation by air, is the industry getting any better at it? Simon says it depends on the airline, and how much it values this kind of business. “As a result of COVID there is not so much international travel right now, and less pet movements; so some airlines aren’t even doing it anymore.”

Simon welcomes the creation of IATA’s CEIV Live Animals certification, and the standards it sets. He thinks its take-up will be greater if, as with pharma traffic, it becomes a must-have. “We do think it’s a good idea, absolutely. The animal’s welfare is the most important thing; that’s our business. You have to have the training, understanding and facilities to do this work properly.”

“The animal’s welfare is the most important thing; that’s our business. You have to have the training, understanding and facilities to do this work properly.”

貼心服務

Michelle 說：「我們了解每個航線上的不同設施。如果需要中轉站，我們便會因應航空公司所能提供的設施而作出選擇。」她認為與航空公司保持溝通以了解他們的最新設施和服務方案十分重要。她說：「向客戶提供相關資訊非常重要，特別是他們視貓、狗如子女般看待。我們要讓客戶知道他們的寵物在到達中轉站後，會得到周全的照顧。有時候，航空公司更會貼心地將動物的相片傳給我們。」

由於並非所有航機都適合運送動物，因此機種是另一項考慮因素。Michelle 解釋道：「假如航空公司未能提供一個室溫機艙，便不會接受有關訂位。此外，假如在裝卸貨物的過程中出現任何系統故障，航空公司亦不會將動物送上航機。」地勤服務同樣重要，Michelle 說：「只有部分航空公司和地勤服務商具備空調車輛運送動物往返停機坪，若沒有此設備，在炎熱或寒冷天氣時便不宜安排動物上落航機，而航空公司亦會因此暫停提供有關服務。」

Michelle 指他們不會在起飛前為動物注射鎮靜劑，這一點可能與外界的預期有所分別。她說：「鎮靜劑會令動物的血壓下降，而血壓在航行期間會再度降低，對動物造成生命危險，因此我們絕不會為牠們注射鎮靜劑。在運送馬匹和其他大型動物時，會有馬伕或飼養員隨行，假如動物在途中不適，隨行人員便會加以照顧，並在有需要時提供藥物。至於以腹艙運送的動物，

由於牠們沒有照顧人員同行，因此使用鎮靜劑會相當危險。所有動物均需獲取證明書，以證明牠們適合搭乘飛機，雖然牠們在航行期間可能會感到壓力，但這些壓力不至於需要為牠們注射鎮靜劑。」

業界累積了多年空運動物的經驗，現在是否已熟能生巧？Simon 表示這視乎航空公司，以及它們有多重視這項業務而定。他說：「新冠疫情令外遊人數減少，連帶運送寵物的需求亦隨之下降，因此很多航空公司都不再提供此項服務。」

Simon 歡迎 IATA 制訂 CEIV 活體動物運輸認證並訂立相關標準。他認為假如活體動物運輸能像醫藥品運輸一樣，訂明服務供應商必須獲取認證才可提供相關服務，將會推動更多機構積極爭取認證。他說：「我們絕對認為這是一個很好的舉措。動物福利是我們最重視的，亦是我們的業務核心。你必須具備全面的培訓、專業的知識和完善的設施，才能妥善地為客戶提供此專業服務。」

「動物福利是我們最重視的，亦是我們的業務核心。你必須具備全面的培訓、專業的知識和完善的設施，才能妥善地為客戶提供此專業服務。」

Hactl Live Animals Handling Centre

LAHC

Hactl Live Animals Handling Centre



“Animal Limo”

**ups comfort
and cuts stress**

動物轎車 更安全舒適

The latest enhancement to Hactl's already-sophisticated live animal handling facilities is its new “Animal Limo”: a custom-built transfer vehicle that transports smaller animals and domestic pets between SuperTerminal 1 and waiting aircraft.

The short trip from terminal across the ramp to an aircraft can often be noisy and, in Hong Kong, also frequently subject to heavy rain, strong winds and high temperatures. That's why Hactl invested in this new vehicle for the safe and stress-free transfer of smaller animals and domestic pets between its cargo terminal and waiting aircraft.

The unit was custom-designed by Hactl, and constructed by a local airport equipment manufacturer. It provides a comfortable, hygienic, sound-proof and air-conditioned environment for live animals in transit. It features a real-time telematics system that provides location, temperature and humidity data, with a temperature alarm system. Its design also includes viewing windows on all sides, and prevents potential cross-contamination between staff and animals.

香港空運貨站 (Hactl) 一直具備全面及完善的動物處理設施，為了進一步提升服務水平，最近更引入精心設計的全新動物轎車「Animal Limo」，接送動物往返其超級一號貨站及停機坪。

雖然由貨站到停機坪只是很短的路程，但沿途相當嘈雜，而且在香港更經常會遇上暴雨和炎熱天氣，因此 Hactl 決定引入全新動物轎車，讓各種小動物和家居寵物能夠在最安全和舒適的環境下，往返貨站至停機坪。

動物轎車由貨站團隊精心設計，並委託本地機場設備生產商製造。轎車為動物提供舒適、衛生及具備空調和隔音設備的環境，更設有溫度警報和實時遙距傳訊系統，詳列轎車所在位置、溫度和濕度等資訊。此外，轎車四面均設有檢視窗，有效分隔轎車駕駛人員及動物，避免出現潛在的交叉感染風險。



The Animal Limo is the latest step in the company's long history of proactive and comprehensive animal welfare measures. In 2020, Hactl completely revised and upgraded its live animal facilities, resulting in the creation of its unique "Paws Track". This includes six Critical Control Points (CCPs): the Live Animals Inspection Area; South Live Animals Handling Centre; North Live Animals Handling Centre; Horse Handling Centre 1; Horse Handling Centre 2; and its Live Animals Container — now including the latest Animal Limo.

Hactl's enhancements to its live animal handling facilities included re-locating the Live Animals Inspection Area next to the Live Animals Handling Centre to improve efficiency; the modification of both North- and South Live Animals Handling Centres (including storage racks, flooring and markings, and incorporating dedicated areas for venomous, dangerous and poisonous animals); and the renovation of Hactl's Horse Handling Centre 1 (including provision of new rest facilities for veterinary staff and grooms post-flight). Horse Handling Centre 2 was reconfigured to enable it to provide instant extra capacity in the event of sudden peaks in traffic, and new ventilation fans were installed to protect horses in transit from the risk of heat stroke during Hong Kong's hot and humid summers.

Once all these upgrades were in place, Hactl applied for certification under the recently-introduced IATA CEIV Live Animals scheme. It became one of the first handlers in the world to achieve the standard, and the very first to obtain what was then all three of the CEIV qualifications (Pharma, Fresh and Live Animals).

Hactl 多年來一直關注動物福利並積極優化相關設備及流程。早於2020年，Hactl已全面提升動物處理設施，包括開設「動物專道」，專道涵蓋六個關鍵管制點：動物檢驗區、南座動物處理中心、北座動物處理中心、馬匹處理中心1座、馬匹處理中心2座及動物專屬載具。今年更設置全新動物轎車「Animal Limo」，為動物締造一個安全、舒適和暢快的旅程。

貨站的各項動物處理設施優化工程包括：將動物檢驗區遷移至動物處理中心旁邊，以提升效率；優化南北兩座動物處理中心設施（包括儲物架、地板、標誌，及設立專屬區域處理危險及帶有毒性的動物）；以及翻新馬匹處理中心1座（包括為乘搭長途機抵港的獸醫和馬伕提供嶄新休息設施）。同時調整馬匹處理中心2座的間隔安排，以為突發繁忙時段提供額外空間。該中心亦安裝了全新風扇設備，以預防馬匹於潮濕炎夏期間中暑。

貨站在完成所有優化工程後，便申請最新推出的國際航空運輸協會活體動物運輸 (IATA CEIV Live Animals) 認證，更成為全球首批取得此項認證的貨運站營辦商，以及全球首批取得三項 CEIV 認證（醫藥品冷鏈運輸、鮮活貨物運輸及活體動物運輸）的機構之一。

HORSE

Unlike the majority of air cargo handling facilities around the world, Hactl's SuperTerminal 1 has always embodied comprehensive resources for handling every conceivable kind of live animal cargo; and Hactl has accordingly built up a long track record of successful live animal movements. The company is frequently called upon to handle imports and exports of zoo animals, conservation animals, livestock and bloodstock. It has famously been the handler for the Longines Masters of Hong Kong every year since their launch in 2013; annually, this has involved the safe handling of over 60 arriving competition horses, and their re-export after the competition's finish. Hactl also handles large numbers of domestic pets every year.

Says Paul Cheng, Hactl's Executive Director — Operations: "All animals matter to us, no matter how large or small, or whether they are high value race horses or people's much-loved pets. We see it as part of our responsibility to our carrier customers to put in place the resources and procedures to enable them to carry this traffic, and we also recognise our duty to do so while constantly safeguarding the animals and caring for their wellbeing.

"Just like passengers, live animals also deserve the very best transport experience possible, and the ground element is extremely important in this respect. So all our facilities and procedures are geared to maximising comfort and safety, and minimising stress."

He concludes: "Owners also deserve the reassurance that their valued animal is being cared for at all stages in its journey, and in the best possible way. Hactl's Animal Limo is another step in maintaining our objectives and high standards."



相比世界各地的大型空運設施，Hactl的超級一號貨站一直具備更全面及完善的設施和專業人員以有效處理各種動物，而貨站在這項專屬服務亦擁有豐富的經驗。貨站經常獲客戶委託處理進出口動物園動物、保育動物、牲畜及純種馬匹。自2013年舉行首屆「浪琴表香港馬術大師賽」，貨站便一直為大會提供馬匹處理服務，每年安全及有效處理超過60匹往返香港的競賽馬匹。此外，貨站每年亦處理大量往返香港的家居寵物。

香港空運貨站運營執行董事鄭煌鑫表示：「無論是龐大或細小的動物、價值不菲的競賽馬匹或討人喜愛的寵物，貨站團隊都會同樣悉心照顧。我們致力為航空公司客戶提供完善的設施和安妥的服務，讓它們能夠順利運送動物。我們亦視保護動物及關顧牠們的福祉為己任。」

「就如乘客一樣，動物亦應該享有最佳的出行體驗。因此，完善的地勤服務至關重要。我們致力提升貨站的設施和運送流程，讓動物享受最安全和舒適的旅程。」

他總結指：「動物轎車乃貨站追求卓越服務和持續提升服務水平的另一新舉措。我們相信此舉不僅能為動物提供最周全的照顧，亦讓牠們的主人感到安心滿意。」

"Just like passengers, live animals also deserve the very best transport experience possible, and the ground element is extremely important in this respect. So all our facilities and procedures are geared to maximising comfort and safety, and minimising stress."

「就如乘客一樣，動物亦應該享有最佳的出行體驗。因此，完善的地勤服務至關重要。我們致力提升貨站的設施和運送流程，讓動物享受最安全和舒適的旅程。」



Hactl Animal Magic
動物專屬星級服務

<https://youtu.be/mmjQqR4xw6s>





Qipaos

and Suits

旗袍與西裝 針線出傳奇

*The timeless
legend lives on*

Flavours of Hong Kong
香港速寫

Qipaos

旗袍

Flavours of Hong Kong are not just about culinary delights and beautiful scenery, but also about the work of its traditional craftsmen. In the 1940s and 1950s, experienced tailors from Shanghai moved to Hong Kong, making a new home in this city to display their enviable craftsmanship. Local Cantonese tailors vied with the Shanghainese tailors in those early days, demonstrating their own impressive skills. Over the decades, they have witnessed the changes in this city, while customers have come and gone. What remains unchanged is their persistent dedication to their craft, and their respect and concern for their customers. In this issue, we have interviewed Leung Long-kong, a 90-year-old tailor who makes qipao (traditional one piece Chinese female dress) including those worn in the film *In the Mood for Love*; and Tony Wong, the third generation of a Shanghainese tailoring family. Tony is passionately interested in the art of making suits, and loves to make friends with customers, and listen to their stories about this century-old craft. For tailoring is all about understanding each unique customer.



and Suits

西裝

The timeless legend lives on

旗袍與西裝 針線出傳奇

香港味道不僅僅是佳餚美景，更蘊藏於老匠人的一針一線之中。自上世紀40、50年代，經驗豐富的上海裁縫紛紛遷至香港，以絕妙手藝在這城東山再起，本地廣東裁縫也不相伯仲，各顯神通。數十年來他們見證社會變幻，客人流轉，始終不變的是對手藝的執著和對每一位客人的體貼。這次我們拜訪九十歲高齡、曾為《花樣年華》製作旗袍的裁縫梁朗光，以及熱愛西裝藝術、以客為友的上海裁縫世家第三代王文虎，聽他們訴說手藝背後的傳奇。所謂度身訂造，就是去理解每一個獨特的客人。





Long Kong Ladies' Tailors
朗光時裝





The 70 years' experience of a Cantonese tailor 廣東裁縫的七十載功架

Long Kong Ladies' Tailors is tucked away in an upstairs shop within an industrial building in Kwun Tong. The business has built an outstanding reputation for the quality of its work. And, despite its hidden location, both young and more mature ladies from all walks of life — and from Japan, Taiwan and Singapore, as well as Hong Kong — continue to come there to buy a well-cut qipao.

Tailor Leung Long-kong has run Long Kong Ladies' Tailors for almost 70 years; he is now 90 years old and still a full-time craftsman. He works from 10am to 5pm, Monday to Saturday, and completes the measuring, cutting, stitching, piping, ironing, and fitting all on his own.

藏身於觀塘工廠大廈樓上舖，「朗光時裝」酒香不怕巷子深。各行各業的，來自日本、台灣、新加坡或是香港的，年輕或是成熟的女士慕名而至，為的是一襲剪裁得宜的旗袍。

裁縫梁朗光主理「朗光時裝」近七十載，今年高齡九十，仍是全職手藝人。星期一至六，早上十時開工至傍晚五時，從度身、裁剪、縫紉、緞邊、熨燙到試身均一手包辦。

從14歲拜師學藝開始，他專攻女性時裝，而與旗袍結下更深的緣，就要從20多年前那一部流光溢彩的《花樣年華》說起。

He learned tailoring from a master at the age of 14, and has specialised in women's fashion ever since. Leung's connection to the qipao dates back more than 20 years to the glamorous movie, In the Mood for Love.

"Nowadays I only make a few qipaos a month. I am getting older, so let's take it slowly," Leung says unhurriedly. However, he comes alive at his workbench: wearing a thimble on his middle finger, he picks up the tailor's scissors, and the blade skilfully cuts through the imported silk. With starching and ironing, the qipao collar is finished in less than a half day. From measuring and fitting, to handing over the finished qipao to customers, takes two to three weeks. Leung has studied the craft of tailoring for a lifetime. "I have never made a career change in my life, I made my whole living from tailoring clothes." He learned tailoring from a master at the age of 14, and has specialised in women's fashion ever since. Leung's connection to the qipao dates back more than 20 years to the glamorous movie, *In the Mood for Love*.

「現時一個月只造幾件旗袍，我已經上了年紀，慢慢做吧。」梁朗光講話慢條斯理，但一站到工作檯前就乾脆利落。中指戴上頂針，拿起裁縫剪刀，刀鋒嫺熟遊走於進口絲緞之間，配合上漿、熨燙等功架，不足半天，旗袍的領口便造好了。從度身、試身到最終交貨，一襲旗袍的製作需時二至三星期。

裁縫這手藝，梁朗光鑽研了一輩子。「這一世都沒有轉過行，賺的是心機錢。」從14歲拜師學藝開始，他專攻女性時裝，而與旗袍結下更深的緣，就要從20多年前那一部流光溢彩的《花樣年華》說起。



Straight, smooth, fit, natural

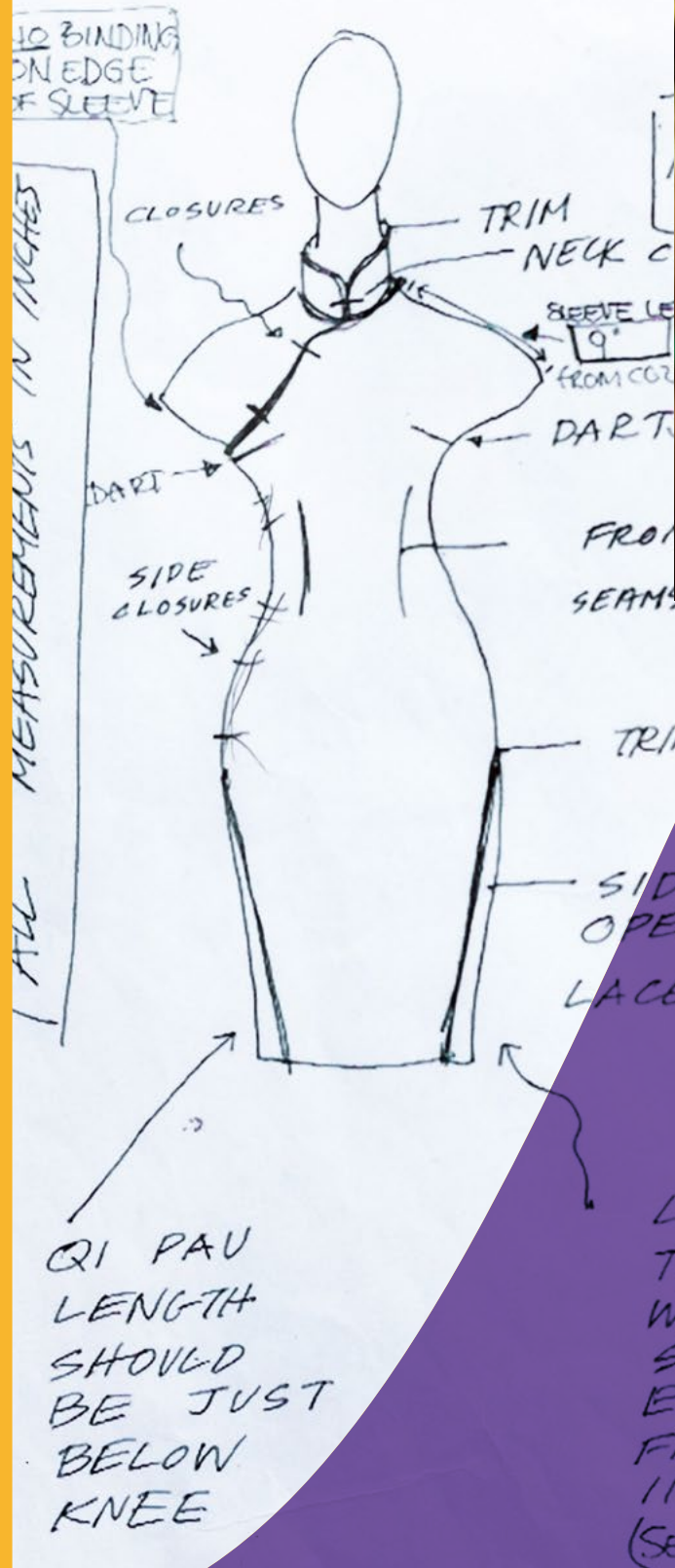
It was around the late 1990s when the film's famous art director William Chang Suk-ping approached him, Long Kong Ladies' Tailors had already been established for more than 40 years, located in bustling Causeway Bay, with a ground floor shop and upstairs factory. There were apprentices to help out and he also outsourced to tailors to assist production.

When Leung learned that he was to make qipao for Maggie Cheung Man-yuk, the heroine of the film by internationally-renowned director Wong Kar-wai, he was thrilled. William Chang was responsible for sourcing the fabric, matching the colours, and designing the qipao, while Leung would oversee the measuring, cutting, and sewing. They made a great team.

Leung recalls how he went to Wong's studio in Causeway Bay to take Maggie Cheung's measurements, then went to the set to conduct the fitting and make some adjustments, even eating his boxed meal with the cast and crew. "Everybody knew that Wong's films were made slowly," says Leung. *In the Mood for Love* was filmed for two years, while Leung also took two years to finish those qipaos. The film was eventually released in 2000, and the 23 distinctive qipaos were worn by character Su Li-zhen, played by Maggie Cheung. The flowing curves and different patterns were enchanting, and created a trend for qipao.

The origin of the qipao can be traced back to the 1920s, when women from the Republic of China were pushing for gender equality and wanted to wear clothes on a par with men's. They borrowed the design of the robes worn by Manchu women, and thus developed the qipao, also known as the *cheongsam*. In the early 20th century, wearing the qipao was generally the preserve of young women from good families, and celebrities. The early qipao was relatively loose; then, in the 1950s under the influence of western culture, slim-fit and three-dimensional cutting became more popular, with narrowing waists that showed off the beauty of women's bodies. At the same time, details like Chinese frog closures, side slits, and narrow hems were added, heralding the golden age of the qipao.

JULIE WEISS COSTUME DESIGNER
"SHANGHAI"
QI PAU FOR MISS O...
PAGE 1



The most important thing about the qipao is to ensure it fits perfectly. From shoulder, chest and waist to the slit, it must fit without a single crease.

看旗袍造工是否精緻，最重要看穿起來是否貼身又順直，從肩膀、胸位、腰身到裙擺開衩口，不可有一絲皺摺。

順直合身自然

著名電影美術指導張叔平找到梁朗光時，大約在90年代尾。朗光時裝當時已開業40多年，位處銅鑼灣鬧市，樓下地舖，樓上工場，有學徒打點，也有外判師傅協助製作。

聽說要替蜚聲國際的導演王家衛新戲女主角張曼玉製作旗袍，梁朗光十分雀躍。張叔平負責搜羅布料、搭配顏色及設計旗袍，梁朗光則負責度身、剪裁及縫紉，兩人合作無間。

他記得那陣子前往王家衛位於銅鑼灣的工作室為張曼玉度身，隨後又到片場為她試身改衣，更和一眾演員及工作人員一起吃飯盒。「大家都知道，王家衛的電影都是慢慢拍出來的。」《花樣年華》製作了兩年，梁朗光的旗袍也造了兩年，最終電影於2000年上映，23件各具特色的旗袍也穿在張曼玉飾演的蘇麗珍身上。那流動曲線和百變花樣讓人心醉，吹來一陣旗袍風。

1920年代，民國女子追求平權，要和男裝長袍看齊，借旗人女子之袍的設計，發展出旗袍，又稱長衫。二十世紀初的香港女性，除了大家閨秀和影視名流之外，一般甚少穿著旗袍。初期的旗袍較為寬鬆，其後於50年代，受西方文化薰陶，愈發流行修身立體剪裁，腰身收窄，呈現女性體態美，同時亦加入花鈕、開衩、下擺收窄等細節，創出旗袍黃金時期。

Leung explains that the most important thing about the qipao is to ensure it fits perfectly. From shoulder, chest and waist to the slit, it must fit without a single crease. "The slit is the most important; if it is not well-made, it will lift up, and will not be naturally straight," says Leung.

This may sound simple, but achieving it takes decades of experience. The traditional qipao is rarely made of stretch fabric—cotton and silk are mostly used; therefore, the size must be very accurate. Taking body measurements is a key process, and the neck, waist, chest, arm and so on must all be measured carefully. Then the pattern is drafted and cut it out.

Everyone's body is three-dimensional and unique. Just relying on cutting is not enough; it is necessary to starch the fabric to shape it, with skilful ironing to create a curved waistline, and sewing in a stiff band to fix the curve and maintain its perfect shape.

"In the past, the qipao collar was short. We designed a higher collar when *In the Mood for Love* was filmed, which started a trend," adds Leung. Later he made qipao for Zhang Ziyi in the film *2046* (another film by Wong Kar-wai), and Gong Li in the American film *Shanghai*—all of which adopted the high collar design.

梁朗光說，看旗袍造工是否精緻，最重要看穿起來是否貼身又順直，從肩膀、胸位、腰身到裙擺開衩口，不可有一絲皺摺。「最緊要這衩口，造得不好的話會挑起來，不會自然垂直。」

說來簡單，蘊藏的卻是數十年功架。傳統旗袍甚少用彈性布料，多使用棉布、絲緞，尺寸必須十分準確，因此度身十分關鍵，頸圍、胸圍、腰圍、手臂等等都要仔細量度。隨後畫好紙樣，裁剪出版。

每個人的身體都是立體而獨特的。光靠剪裁還不夠，需配合上漿令布料定型，加上熨燙手藝，把腰位熨燙出弧度，再縫紉上挺身的帶條，以固定弧度，這樣才形成完美的曲線。

「以前旗袍的領比較矮。我們拍《花樣年華》開始，就為旗袍設計了高領，開始了一個潮流。」梁朗光說，後來他又為王家衛另一作品《2046》中的章子怡和荷里活電影《諜海風雲》中的鞏俐製作旗袍，均採用高領設計。

"In the past, the qipao collar was short. We designed a higher collar when In the Mood for Love was filmed, which started a trend."

「以前旗袍的領比較矮。我們拍《花樣年華》開始，就為旗袍設計了高領，開始了一個潮流。」

Getting a foothold with his craft 一門手藝走天下

Hong Kong tailors have always been renowned for their craft. Traditionally, they can be divided into Shanghai-style and Canton-style, and Leung belongs to the latter. The Shanghainese tailors value their needlework, ensuring the threads are not easily spotted on the clothes; while the Cantonese tailors focus on sewing techniques, using machines to sew the fabric or zipper, which may leave visible threads on the surface of the cloth.

In 1946, the Chinese Civil War was still raging. In order to make a living, Leung followed his relatives to Hong Kong from his hometown of Foshan, Guangdong, at the age of 14. He went to Central as soon as he arrived, to learn from his distant relative who was a tailor. He was made to do all the menial chores well, on his way to learning the tailoring skills of cutting and sewing, which took three years. After working there for several years, in 1958 he started his own business in Causeway Bay at the age of 26. He had had a foothold in the area for over 50 years.

Hong Kong's economy began to develop, and the entertainment, film and television industries were growing as well. Young local women were starting their careers, while upper class wives had to attend various banquets. The mass-produced ready-made garment industry was not yet well developed, and those who had spare money would have their clothes made by bespoke tailors. There were many tailor shops in Causeway Bay and Happy Valley, where tailors from Shanghai also settled, making for a vibrant scene. Leung specialised in women's fashion, tailoring dresses for office ladies, clothes for television and radio presenters, hostesses in high-end nightclubs, and evening gowns for the *Miss Hong Kong Pageant*.

香港裁縫素來聞名，按傳統可分上海派和廣東派，梁朗光為後者。上海派注重針綉縫紉功夫，衣服上不易見到縫合的線；廣東派則以車衣技術為主，以衣車縫上布料或拉鏈，會把線留在布料表面。

1946年，國共內戰硝煙未停，14歲的梁朗光自家鄉廣東佛山隨親戚來港謀生。他剛到埗就去中環，跟做裁縫的遠親拜師學藝，把下欄工作通通做好才能學裁剪縫紉，三年才能學滿出師。打工數年之後，1958年，26歲的梁朗光在銅鑼灣白手起家開舖，從此立足銅鑼灣逾五十載。

香港經濟當時開始發展，各類悠閒娛樂和影視行業成長起來，本地年輕女性亦開始踏上職業道路，上流太太也會出席各種宴會。大批量製作的成衣產業尚未發達，有餘裕的都找裁縫度身訂造衣服，在銅鑼灣、跑馬地一帶有不少裁縫店，上海裁縫亦紛紛進駐，百花齊放。梁朗光主打女性時裝，為上班族製作連衣裙，為電視電台主持人訂造衣服，為高級夜總會小姐造衫，也曾為《香港小姐競選》造晚裝。



Collar
領口



Piping
緞邊



Side slits
開衩



Chinese frog closures
花鈕

“The hostesses from Tonnochy Ballroom and Ritz Night Club in North Point (famous high-end nightclubs in Hong Kong) were my customers,” Leung recalls. Back in the 1960s and 1970s, Saturday was the busiest day of the week. People came to order their clothes, and some came to collect bespoke coats to match their qipaos, for leading the winning horse at the racecourse. “Some ladies went to watch the horse racing, and it was popular to wear the qipao with a coat.”

At the peak of his business, Leung had eight apprentices, outsourced to more than a dozen tailors, and had domestic workers to cook and do the cleaning. In his early 30s, Leung got married; then his wife took care of the family, and he raised four children funded by his craftsmanship.

The world was changing rapidly, and the ready-made clothing industry matured quickly, with the emergence of chain fashion stores and fast fashion. Back in the 1990s, Leung already felt the cost of bespoke clothes was becoming too high, that he could not keep up with the production rates of the garment factories, and that his business was accordingly not as good as before. After participating in the production of *In the Mood for Love*, he shifted the focus of his business to qipao, making something “unique and special”.

In the Mood for Love was a real hit and, even years after the film's release, many customers kept coming, and the business was overwhelming.

「杜老誌舞廳、還有北角麗池夜總會的一些舞小姐都是我的客人。」梁師傅憶述，在60至70年代，每逢星期六就是最繁忙的日子，既有人來度身訂造，也有客人來拿造好的大褸配搭旗袍準備去「牽頭馬」，「當時一些太太去睇賽馬，最流行穿旗袍加大褸。」

生意最興旺的時候，他收了八個徒弟，外判的裁縫師傅也有十多位，另有工人煮飯打掃。30歲出頭，梁朗光結婚成家，婚後妻子主理家務，梁師傅則憑著一門手藝走天下，養大四名兒女。

世界變得快，成衣產業很快成熟，出現連鎖時裝店和快速時裝，早於90年代，梁朗光已感覺度身訂造成本高，怎樣也追不上製衣廠，生意亦不如以往。參與《花樣年華》製作之後，他將重心轉至旗袍，造出「那些獨特的，特色的東西」。

《花樣年華》熱潮滾燙，電影上映後多年，客人紛至沓來，生意多得做不過來。

Back in the 1960s and 1970s, Saturday was the busiest day of the week. People came to order their clothes, and some came to collect bespoke coats to match their qipaos, for leading the winning horse at the racecourse.

在60至70年代，每逢星期六就是最繁忙的日子，既有人來度身訂造，也有客人來拿造好的大褸配搭旗袍準備去「牽頭馬」。

The piping is like a frame for a famous painting, highlighting the pattern of the qipao and adding to its elegance.

這緞邊如為名畫裱框，一下子突出了旗袍的花色，也更顯典雅。

Legends never retire

Leung does not go for glitz and glamour: "The best thing is to see customers wearing a qipao that fits well and is comfortable." Leung says he must personally make the qipao for each customer, whether they are a superstar or an ordinary customer.

Nowadays, there are shops selling off-the-peg qipaos in various standard sizes. To better fit different body shapes, they are often made from stretch fabric, and a zipper is added at the back to make it easier to control the cut and the straightness of the slits. Some buttons are also added at the front, but only for decoration. Leung always feels that a hand-made qipao is incomparable.

The bespoke qipao, no matter the collar, chest, or waistline, fits naturally with the human body, and will not feel tight when moving. Leung is proud of his piping skills: choosing silk according to the colours of the fabric, sewing piping less than half centimetre wide around the collar, cuffs and hem, and then starching the qipao carefully, ensuring that the width of the piping is always the same — straight and smooth. The piping is like a frame for a famous painting, highlighting the pattern of the qipao and adding to its elegance.

About ten years ago, the old shop in Causeway Bay was sold. Leung was 80 years of age that year, and so he talked about retirement, but he was as diligent as any office worker. So he eventually moved to Kwun Tong, closer to his home, and rented a shop to start his business over again.

Some of his eight apprentices set up their own garment factory on the Mainland, some retired, some changed careers, and some passed away. But Leung decided to do it all by himself, making each qipao slowly, stitch by stitch.

His four children are all pursuing their own careers, none of them in the fashion industry. They now provide logistical support for their father, including translation and handling media interviews. His grandchildren who live overseas also play a part, helping him to maintain a social media presence, so that more youngsters can learn about tailoring and understand the qipao.

Interestingly, more and more young people have come to Long Kong Ladies' Tailors for tailor-made qipao in recent years, while some old customers have introduced their friends as well. "Maggie Cheung came here a week or two ago and referred her friend to order a qipao here." Leung says.

We interviewed Leung on the Saturday when Hong Kong hoisted its first rainstorm signal of 2023. Would Leung be working today? When we opened the door, Leung was already there, ironing on the workbench. A few days ago, this garment had been nothing more than a pattern; now, it is finished and hangs elegantly on the wall, with the silk coming alive.



梁朗光——「朗光時裝」創辦人
Leung Long-kong — Founder of "Long Kong Ladies' Tailors"

永不言休

梁朗光不追求浮華誇張。「最開心是見到客人穿得合身又舒服。」他說，一定要親自為每位客人度身訂造，無論巨星抑或普通客人皆不例外。

現今也有店舖出售旗袍成衣，分大、中、小等多種標準尺寸，為了更適合不同客人身段，多採用彈性布料，又或於背後加拉鏈，更容易控制剪裁和裙擺開衩的順直，一些開襟也是假的。梁師傅總感覺這和人手製作不能同日而語。

度身訂造的旗袍，無論領口、胸位抑或腰身都與人的身體自然吻合，行動起來又不覺得繃緊。梁朗光也很自豪自己的緞邊手藝：按布料顏色搭配合適綢緞，沿著領口、袖口、裙擺挑上不足半厘米的邊，再仔細上漿，整條邊的闊度必須尺寸相同又順直貼服；這緞邊如為名畫裱框，一下子突出了旗袍的花色，也更顯典雅。

在大約十年前，位於銅鑼灣的舊舖被收購。梁朗光那時年屆八十高齡，嘴上說著要退休卻仍然勤快得像個上班族。他最終搬到離家更近的觀塘區，重新租舖開業。

他的八個徒弟有的自立門戶到內地設製衣廠，有的退休，有的轉行，有的已經離世，梁師傅索性一手包辦，每件旗袍一針一線慢慢造。

他的四個兒女都各自發展自己專業，沒有涉足時裝界，現時為父親提供翻譯、接洽傳媒等各種後勤支援。在外地的孫仔孫女也來出一分力，負責為梁朗光經營社交媒體，讓更多年輕人了解裁縫和旗袍背後的大學問。

有趣的是，近年愈來愈多年輕人來找梁朗光度身訂造，一些老主顧也介紹朋友前來。「一、兩個星期前張曼玉來過，介紹朋友來造旗袍。」梁朗光還是慢條斯理地說著。

訪問這天是星期六，2023年的香港首度發出暴雨警告。梁師傅今天可會開工？推開門，梁朗光已站在工作檯前細心熨燙。數天前還只是版型的旗袍，今天造好了，優雅掛牆上，一匹絲緞有了生命似的。



Story behind Long Kong Ladies' Tailors
朗光時裝的故事

<https://youtu.be/MkAvYNqVuSE>



福興呢絨
FU SHING COMPANY (HK)
HATS & QUALITY TAILORS

香港
HONG KONG
電話：二二四八七二
二二五七二一

Flavours of Hong Kong
23A QUEEN'S ROAD
HONG KONG

SELF-MEASUREMENT CHART FOR MEN'S

Description	Materials No.		Style No.	Value
	1st. Choice	2nd. Choice		
SUIT (2 pcs)				
COAT				
TROUSERS				
VEST				
TOP-COAT				

Weight _____ lbs. Age _____

Shirt sleeve length _____

Freight or Postage Extra _____

PREMIUM DELIVERY

Air Parcel Post _____

FRIGHT OR POSTAGE _____

GRAND TOTAL U.S. \$ _____

THE TAPE SNUG, BUT TOO TIGHT, MAKE NO EXTRA ALLOWANCE



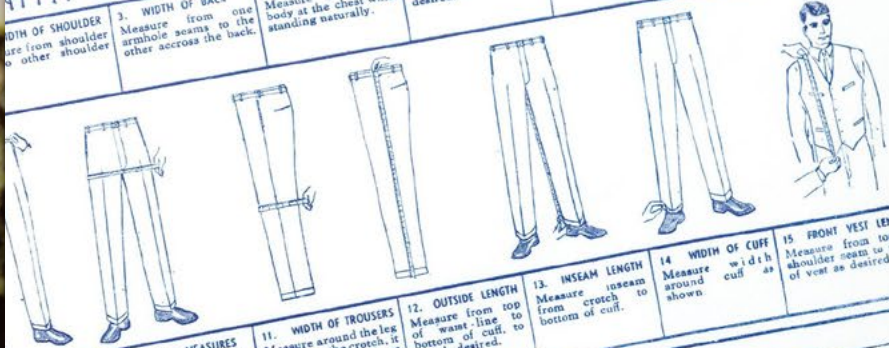
1. WIDTH OF BACK: Measure from one armhole across the back.

2. CHEST MEASURES: Measure around the body at the chest while standing naturally.

3. WAIST MEASURES: Measure (naturally) around the body at the waist over the vest while standing naturally.

4. SLEEVES LENGTH: Measure sleeves from shoulder seam to length desired.

5. WIDTH OF CHEST: Measure from one armhole to other armhole in front.



6. SEAT MEASURES: Measure around hips at widest point of seat but not tight.

7. WIDTH OF TROUSERS: Measure around the leg just below the crotch, it should be as wide as your trousers desired.

8. INSEAM LENGTH: Measure from crotch to bottom of cuff.

9. WIDTH OF CUFF: Measure width around cuff as shown.

10. FRONT VEST LENGTH: Measure from top of shoulder seam to point of vest as desired.

CUSTOMER DESCRIPTION

Do you want coat: Easy Loose Stout Short

Is your form: Slender Regular Prominent

Is your neck: Long Medium Short

Are shoulder blades: Flat Large Prominent

Are your arms: Regular Large Prominent

Is your seat: Flat Regular Prominent

Do you wear: Belt Suspenders



PLEASE MARK WITH "✓" FOR THOSE STYLE REQUIRED

COATS: (No Front Darts, Stitched Edges) (One, Two or Three Buttons) (Four or Six Buttons) (Full or Half Lining) (With or Without Flaps) (Vent or No Vent)

CUFF OR FLAIN: PLEATS (Out or In) Pleatless REGULAR WAIST BAND

CONTINUOUS WAIST-BAND: HIPS POCKETS (1 or 2) ZIPPER OR BUTTONS

SEND STYLE BY PICTURE FROM ANY MAGAZINE, WHICH YOU LIKE BEST, IF NECESSARY.

I enclose herewith _____ for U.S. \$ _____ to FU SHING CO. in payment of this order

REMARKS _____

SIGNATURE _____

Flavours of Hong Kong 香港速寫



FU SHING & SONS
福興父子

The secret of old Shanghainese tailors

Fu Shing & Sons (Fu Shing) is a suit tailoring shop, and also a miniature museum. The phonograph, iron and wooden rulers still in use in the shop are all antiques, and the suits hanging all around have their own stories to tell. Tony Wong, the 72-year-old owner and tailor is a tubby man, with a big smile on his face. He casually puts a soft yellowish tape around his neck and begins an endless talk on the art of suit making.

“Everyone’s proportions are different. Each tailor has their own way of cutting. Some tailors are good at making suits for hunchbacked customers, while some are great at making suits for customers with ‘pigeon chest’ (when the chest is pushed outward abnormally). The tailor will find his own way of cutting to flatter the customer,” Tony proudly begins, in this upstairs shop hidden in Central. “Suits are about how to ‘cover up’, and make people look nice—that is the art of the suit.”



“Suits are about how to ‘cover up’, and make people look nice — that is the art of the suit.”

「西裝就是怎樣『掩人』，整到人『靚靚』，令人看上去覺得『好正』，這就是西裝的藝術。」

Whether the unique way of cutting or the art of “cover up”, successful suit making depends on the experience and skills of the old craftsmen. Tony randomly picks up a red suit in the shop and says, “This is made for an African customer: his chest is broad, so a nice curve needs to be created in the front.” He turns to take another suit and explains, “This is a sample made for some Middle Eastern customers, which is full-canvassed; it is very hard to find this kind of craftsmanship nowadays.” The canvas is sewn between the outer fabric and lining to provide structure. The canvas is pad-stitched to the jacket slowly by hand and takes a lot of time and effort. A full-canvassed suit means the entire suit jacket has an interlining of canvas.

Do the old customers still stop by? His finger points upwards, indicating that some customers have already passed away, and then opens a thick file folder containing photos of his father and grandfather, and old documents. One of these, dating back to 1927, recounts the history of this Shanghainese tailor family, who originated from a time-honoured brand of Shanghainese tailor shop, “Loa Hai Shing”. In this year, a United States Navy ship that docked in Shanghai, gave permission to this tailor shop to come aboard and provide bespoke services.



上海老派裁縫的秘密

「福興父子」(福興)是西裝裁縫店，也是微型博物館。店內還在使用的留聲機、熨斗、木尺都是老古董，隨意懸掛的一套套西裝也各有故事。今年72歲的老闆兼裁縫王文虎，身材圓潤，滿臉笑容，微微發黃的軟尺隨意搭在頸上，談起西裝的藝術就滔滔不絕。

「每個人比例都是不同的，每個裁縫都有自己獨特的裁剪方法。有些師傅為駝背客人造衫一流，有些擅長幫有『雞胸』(胸骨明顯隆起)的人造衫——裁縫會開創自己的裁剪方法，幫客人揚長避短。」在這家藏身中環的樓上舖，王文虎一臉自豪地介紹，「其實西裝就是怎樣『掩人』，整到人『靚靚』，令人看上去覺得『好正』，這就是西裝的藝術。」

無論獨特裁剪抑或「掩人」藝術，全靠老師傅的經驗和手工。王文虎在店內隨意拿起一套紅色西裝，「這是幫一位非裔客人造的，他胸肌大，前襟要造出好看的弧度。」轉身又拿起另一件，「這是以前幫一些中東客人造的版，full-canvassed，現在很難找到這手工了。」Canvas即是在西裝的面布及裡布內加一層「襖」，令西裝變得挺身，用人手一針一線地慢慢將襖縫在西裝上，十分花時間心機。Full-canvassed則全件西裝襖都是用 canvas 方式製成。

客人最近還來嗎？他指指天上。轉身又打開厚重的文件夾，收藏著他父親和爺爺的老相片、舊文件。一張早已發黃的歷史文件掀開了這個上海裁縫家族的傳奇歷史：他們源於上海洋服老字號「老合興」，文件寫於1927年，那一年停靠上海的美國軍艦批准這上海洋服店登上軍艦，提供裁縫服務。

Experienced and Knowledgeable

見識廣博

In the 1920s, Shanghai was known as “Paris of the East”, attracting many visitors from different parts of the world. Tony says his father James Wang, was the second generation of Loa Hai Shing, established in 1902 in Shanghai. “My family ran a fabric import business in Shanghai, mostly worsted and woollen. We had tailors with us to make suits.” With a large family and fierce competition, his father felt it was difficult to gain a foothold in the Shanghai market, so he moved to Hong Kong with Tony’s mother and set up Fu Shing in Central in 1948. A year later, Loa Hai Shing also officially moved to Hong Kong, using the original brand name.

In those years, with war and political change, many Shanghaiese fled to Hong Kong, including wealthy industrialists and skilled tailors. They shared the market with Cantonese tailors who had long been rooted in Hong Kong. Tailor shops began to flourish, with everyone showcasing their unique crafts to build their own clientele.

Tony says his father was fluent in English, and with the network and knowledge accumulated in Shanghai, he soon developed a clientele of American soldiers, lawyers, and bankers. In 1958, the Central Building was completed in Central, and Fu Shing moved to a spacious rented ground floor shop with an extensive cellar. The cellar stored fabric and had workbenches for tailors, while customers were served in the ground floor shop.

As the years passed, the spotlight shifted from Shanghai to Hong Kong, as European and American capitalists came to Hong Kong to make their fortunes. Large foreign corporations set up factories and branch offices in Hong Kong, and Fu Shing had arrived in the heyday of Central, with many bosses of foreign companies, senior managers and bankers coming to order suits. As the Cold War continued, Hong Kong became the middle ground where American, British, and other countries’ warships and aircraft carriers could berth freely. The naval officers never forgot to order a nice suit during their four to five days rest in Hong Kong.

1920年代的上海吸引著各方來客，有「東方巴黎」的美名。王文虎說，他的父親王傑士是老字號老合興第二代。老合興早在1902年創於上海。「我們家族在上海做布料進口生意，多數是精紡和羊毛布料，當時做布料都有裁縫跟著，一起做西裝。」家族龐大，競爭太大，父親王傑士感覺在上海難以立足，便於1948年帶同妻子遷至香港，並在中環開設福興。1949年，上海老合興也正式移師香港，沿用原本招牌。

那些年伴隨著戰爭和政治變幻，大量上海人逃至香港，其中有家財萬貫的實業家，也有一身好手藝的上海裁縫，與早扎根香港的廣東裁縫平分天下。裁縫店成行成市，大家各懷絕技，開發客源。

王文虎說，父親英文流利，再加上於上海積累的人脈及見識，很快發展主打美軍、律師、銀行家的客源。1958年，中建大廈在中環落成，福興隨即遷入，租下連帶地窖的廣闊地舖，地窖存放布匹，亦設裁縫工作檯，地舖則招待客人。

時移勢易，光芒從上海轉來香港，歐美資本家都來香港淘金，外國大企業來香港設廠、設分公司，福興遇上了中環盛世：不少外國老闆、高級管理人員以及銀行家都來福興訂造西裝。冷戰持續，香港成了中間地帶，美國、英國等軍艦、航空母艦可自由停泊，海軍們每次在香港休息四至五天，總不忘訂造一套靚西裝。

The naval officers never forgot to order a nice suit during their four to five days rest in Hong Kong.

海軍們每次在香港休息四至五天，總不忘訂造一套靚西裝。



Suits originated from the Western military uniforms. Were Chinese tailors familiar with the Western styles? Tony says that like the generation of his father, the old Shanghainese tailors had a global perspective, and used to serve customers from different countries and cultural backgrounds.

“There were various concessions in Shanghai. Each tailor created clothes differently in each concession, and learned about the body shapes of different people around the world. Why are Shanghainese tailors so skilled? Because they are experienced and knowledgeable,” says Tony. “At the same time, many Jews fled to Shanghai to escape the Holocaust during World War II. They brought a lot of high-quality fabric and buttons after they went to Shanghai, so that Shanghai was able to keep up with the trend and was comparable to European fashion.”

Later, when a large number of Shanghainese tailors moved to Hong Kong, they brought capital, crafts and vision with them. “Shanghainese tailors made a huge impact on Hong Kong. Hong Kong people were somewhat banal, and there were a lot of British suit fabrics and fashionable designs that they had never seen before. These Shanghainese tailors brought a breath of fresh air,” says Tony.

西裝說到底源於西洋軍服，華人裁縫熟稔西人品味嗎？王文虎說，如父親那一代上海老裁縫，早早就放眼世界，習慣為不同國家和文化背景的客人服務。

「上海有多個租界，每個裁縫在不同租界造的衣服都有所不同，他們學習了全世界不同人的身型。為何上海人那麼厲害？就是因為他們見識多。」王文虎說，與此同時，第二次世界大戰期間，大量猶太人為躲避納粹大屠殺逃至上海，「猶太人去上海之後提供了很多優質的布料和鈕扣，讓上海跟上潮流，足以媲美歐洲時尚。」

後來，當大量上海師傅遷至香港，又帶來了資本、手藝和視野。「上海對香港影響很大，以前香港很土的，有很多英國西裝布料、時尚新潮的設計，很多香港人未見過，這些上海裁縫則帶來了 a new breath (新氣象)。」

“There were various concessions in Shanghai. Each tailor created clothes differently in each concession, and learned about the body shapes of different people around the world. Why are Shanghainese tailors so skilled? Because they are experienced and knowledgeable.”

「上海有多個租界，每個裁縫在不同租界造的衣服都有所不同，他們學習了全世界不同人的身型。為何上海人那麼厲害？就是因為他們見識多。」

Shanghaiese craftsmanship at Hong Kong speed

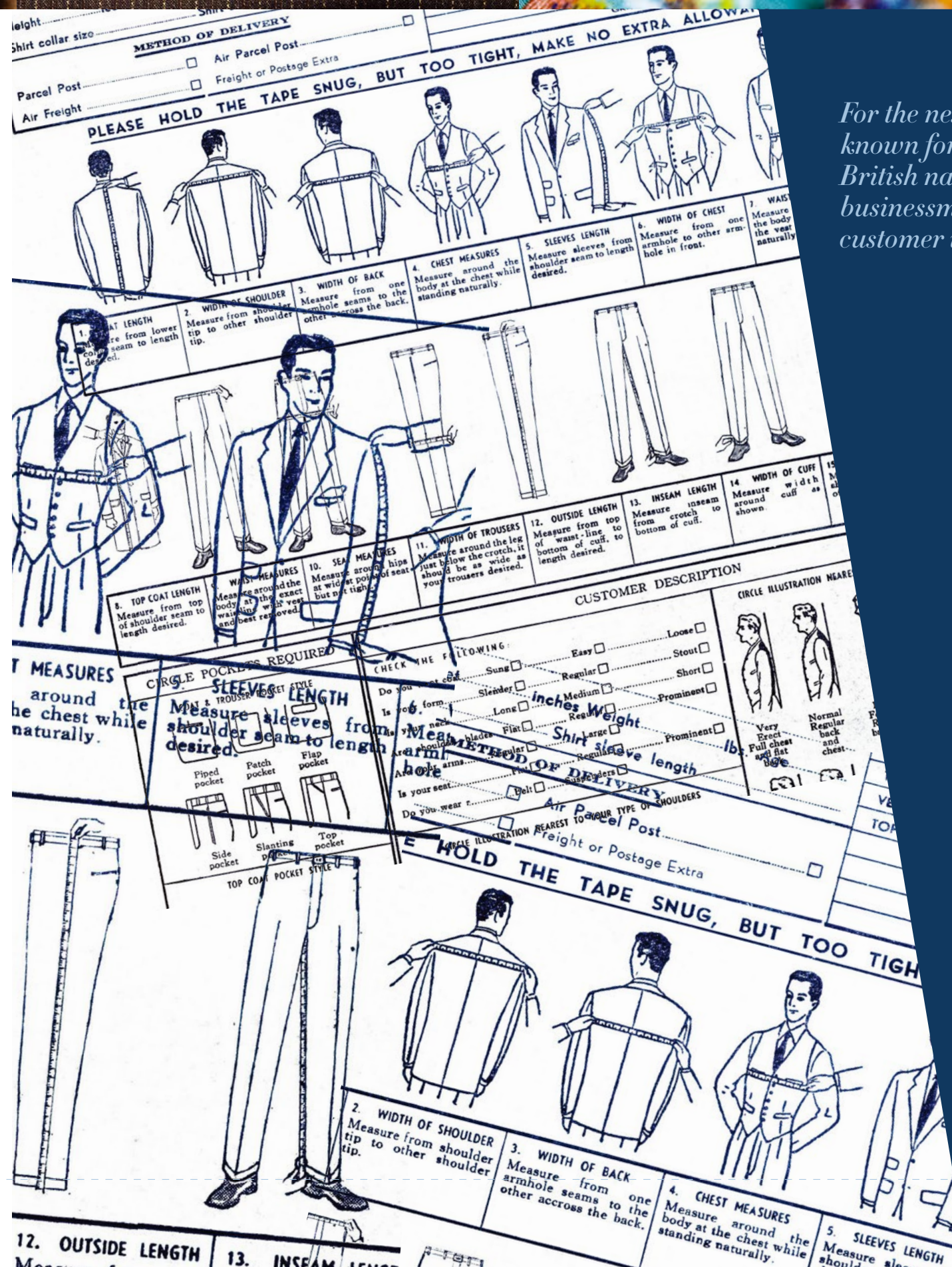
Tony was born in Hong Kong in 1951. He was raised in the tailor shop, but he never felt particularly talented in the craft. "I am not a talented tailor," Tony says. He loves making friends and exploring the world. During secondary school, his father sent him to a boarding school in Canada, and later he attended university there.

When he returned to Hong Kong during the summer breaks, he started to learn cutting and sewing from the tailor master, and often assisted at the Central store. He received the customers, and took the businessmen and navy personnel on sightseeing tours of Hong Kong. However, he never thought of entering the business. He studied economics at university and worked in a bank after graduation, until his mother called to say his father was ill and urged him to hurry back to Hong Kong.

"I returned, but my father was fine," Tony laughs. He treasured the business of his parents, and stayed in Hong Kong to start helping out at the tailor shop in the early 1980s. He officially took over the family business in 1994.

Rents in Hong Kong soared after the economy boomed, while the ready-made suit industry matured. Tony recalls that at the time, the rent for the Central Building shop tripled. "Can you imagine how many suits we had to make to pay the rent? The rent had gone up so much that we could only surrender."

This third generation of the old Shanghaiese tailor family met the new era of challenges and opportunities. Tony gave up in Central and moved Fu Shing to the Fleet Arcade in Wan Chai, next to the Fenwick Pier, where foreign military vessels berthed. For the next 20 years, Fu Shing became known for serving the American and British navies; but, gradually, horse trainers, businessmen, lawyers, and other kinds of customer were attracted, too.



For the next 20 years, Fu Shing became known for serving the American and British navies; but, gradually, horse trainers, businessmen, lawyers, and other kinds of customer were attracted, too.

此後20多年，福興主打服務美國、英國海軍，但久而久之，練馬師、商人、律師等各方客人都慕名而來。

上海手藝 香港速度

1951年，王文虎出生於香港。兒時耳濡目染，但王文虎總覺得自己天份不高。「做裁縫我最不天才。」他喜歡交朋友，看世界。中學時父親送他往加拿大讀寄宿學校，後來在當地讀大學。

當年暑假回港，他開始跟師傅學裁剪、縫紉，也常常到中環店舖幫手，招待商人、海軍客人遊香港。不過當時他沒有想過入行。他大學修讀經濟，畢業後進入銀行工作，直到母親致電來說父親身體抱恙，讓他快快回港。

「我回來了，但爸爸無事啊。」王文虎笑說，他珍惜父母心血，80年代初留港開始幫忙打理裁縫店，1994年正式接手家族生意。

經歷經濟騰飛之後，香港租金飆升，而另一邊，西裝成衣產業已發展成熟。王文虎無奈地說，當時中建大廈舖位金加租達三倍。「你估要造幾多套西裝才可以付租金？加租這麼多，我們投降了。」

這個上海老派裁縫家族第三代，遇上是挑戰也是機遇的新時代。王文虎把心一橫，放棄了中環，將福興搬至灣仔的海軍商場。這商場旁的分域碼頭，正是來港軍艦停泊的碼頭。此後20多年，福興主打服務美國、英國海軍，但久而久之，練馬師、商人、律師等各方客人都慕名而來。

"Tailoring skill is only one third of making a good suit. The most important thing is to understand your customers. Being a tailor, you also need to be a psychologist."

The naval vessels usually berthed in Hong Kong for four days and three nights. Tony merged the sophistication of Shanghainese style with the efficiency of Hong Kong people, and often worked overnight with several tailors to rush out suits for sailors in just three days. Once when an American naval officer was in a hurry to marry a lady that he had met in Hong Kong, Fu Shing managed to finish the suit in just one day, so that the sailor could have his wedding ceremony on time.

Tony, who is straightforward and cheerful, loves to chat with his customers even when time is tight. He takes body measurements, chooses fabric, and gets to know their professions, habits and the purpose of the suit at the same time. "Tailoring skill is only one third of making a good suit. The most important thing is to understand your customers. Being a tailor, you also need to be a psychologist. You must imagine what the customer will do with the suit, whether to impress or to look professional?" Tony says.

軍艦一般停泊香港四日三夜，王文虎將上海的精緻融入香港速度，常常和多個裁縫師傅通宵趕工，一般三日就可為上岸水兵完成一套西裝。更有一次，一位美軍趕著要和在港認識的女孩結婚，他們用一日時間趕起了西裝讓客人順利行禮。

不過即使時間緊迫，性格爽朗的王文虎也愛和客人閒話家常，一邊度身、選布料，一邊了解客人的職業、習慣，以及這套西裝是為甚麼而造。「我們造一套好西裝，裁縫的技能是三分之一而已，最重要是理解客人，做裁縫也要做心理學家，要想像客人著西裝出來有何用途，是要令人印象深刻還是要顯得專業？」

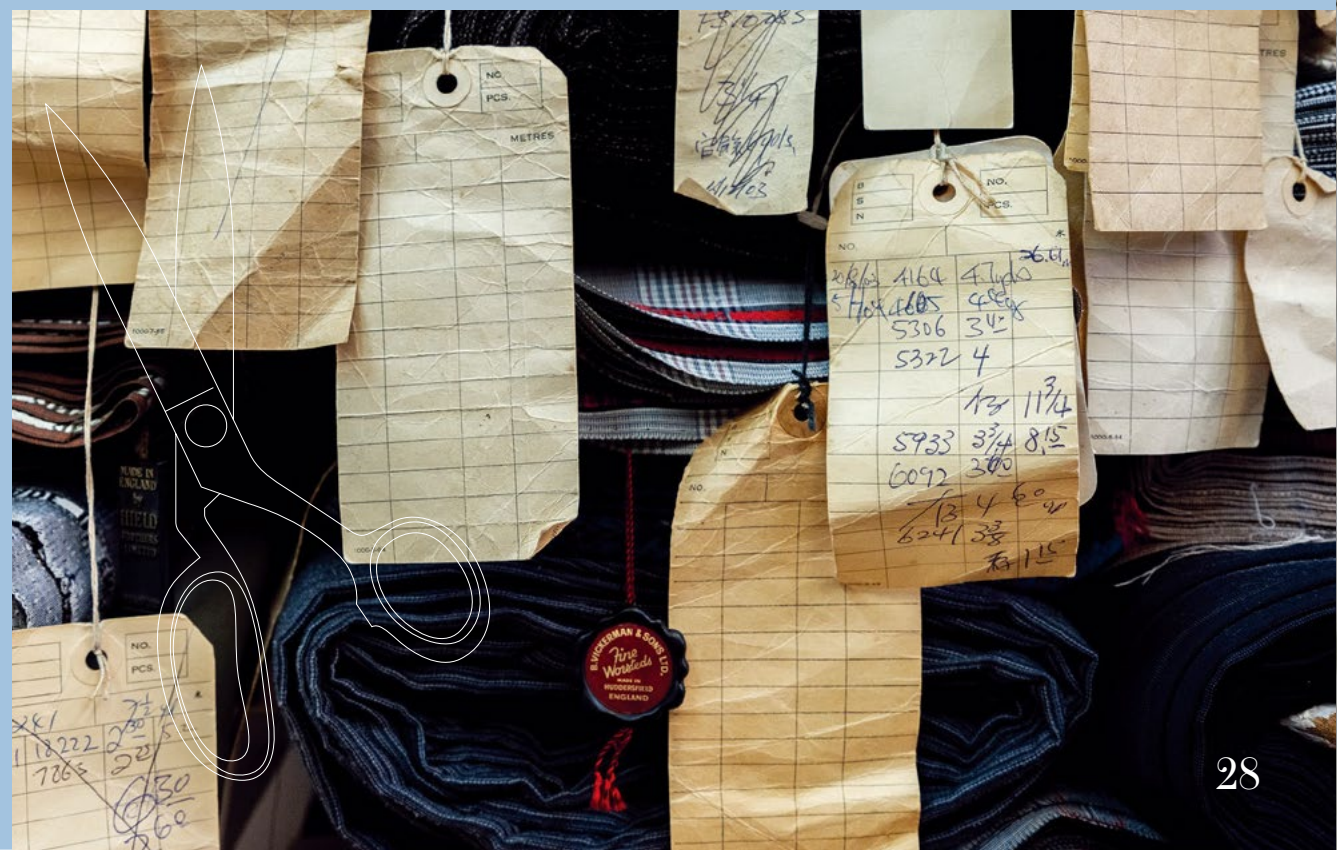
「我們造一套好西裝，裁縫的技能是三分之一而已，最重要是理解客人，做裁縫也要做心理學家。」

He continues that many American soldiers order custom suits to meet their superiors when they are promoted to civilian officers. They are not fussy about the style. But because they need to salute so often, the sleeve cuffs must be slightly longer and wider than ordinary ones, so that they do not show too much of their shirts. If they often give speeches, the colour of the fabric should be brighter. If they are professionals such as architects and doctors, grey suits are preferred to look calm and professional.

Often, Tony needs to adapt to the customers' figures and hide their imperfections. For example, if a customer has large buttocks, he will advise him to choose the double vent suit jacket. "One of our regular customers is a horse trainer. He needs to hold the reins with one hand and the whip with the other, when riding horses. Years of such activity lead to uneven shoulders, so we add some shoulder pads to even up the shoulders," Tony says. "I know many strange stories about our customers, and they become good friends with me over the years."

王文虎說，許多美國軍人訂造西裝是為了晉升至文官後見上司，他們對款式不會特別挑剔，但因為常常要舉手敬禮，西裝袖口要比普通的略長及闊，這樣敬禮時才不會露出太多恤衫；如果常常穿西裝去演講，布料顏色要鮮明一些；倘若是建築師、醫生等專業人士，則偏好灰調西裝，顯得沉穩專業。

許多時候也要順應客人身材，揚長避短。例如客人臀部較大，會建議選擇背雙開衩的西裝。「有一個熟客是練馬師，因為多年騎馬時一手向前握韁繩，另一隻手向後揮馬鞭，令他肩膀一邊高一邊低，我們就要加墊等去調整，讓他看上去左右較平衡。」王文虎說，裁縫了解客人許多不為人知的故事，久而久之，許多客人都成了好朋友。



The tailor-made suit with the human touch

穿的是剪裁 也是人情

Tony unintentionally became a tailor 40 years ago, but found it increasingly enjoyable. Customers always shared stories from all over the world and he learned from their life experiences.

The world is changing fast. In recent years, fewer foreign warships dock in Hong Kong and aircraft carriers have become almost extinct. The days of hundreds of people queuing to order custom suits has gone. With the demolition of Fenwick Pier and Fleet Arcade in early 2022, which marked the end of an era, Fu Shing has moved once again — to an upstairs shop in Central.

Old customers still come from time to time, and the new customer base is expanding. “Many young people like bespoke suits. Not only men order suits, but also more and more women. Unisex clothing is popular, so we use the fabric of men’s suits to make women’s suits, and the effect is nice,” Tony says. Hong Kong people are flexible and creative. Now Hong Kong has many hot days, so it’s not always necessary to wear a suit jacket, and a waistcoat can be more suitable in such weather. He also discusses the design and production with customers.

Tony believes there is a friendship between the tailors and their customers. To this day, Fu Shing maintains the tradition of “one year free-of-charge alteration service” for their bespoke garments. He saw a customer gain weight after marriage, and needed to resize the clothes; he has also observed a customer who lost weight due to illness; some customers have passed away, while others have married. Tony is there to witness all his customers’ life stages and events.

The suits that people wear for so many years, is truly tailored with the human touch.

無心插柳做裁縫，四十年後，王文虎「越做越過癮」。客人們常常與他分享世界各地的故事，教會他許多知識與經驗，他說自己越來越喜歡裁縫這一行。

世界變得快，近年外國軍艦少了停泊香港，航空母艦更幾乎絕跡，那個數百人排隊來訂造西裝的時代消逝了。2022年初，分域碼頭和海軍商場清拆，告別一個舊時代，福興也搬到中環樓上舖。

老主顧還是不時前來，新客源也開始出現。王文虎說，現在不少年輕人鍾情度身訂造，不僅僅是男士來造西裝，女士也越來越多。「現在流行中性打扮，我們就用男士西裝的布料來造女士西裝，效果不錯。」王文虎說，香港人就是勝在靈活創新。現在香港天氣炎熱的日子多，不一定常穿西裝外套，反而馬甲背心更為適合，他也與客人一起研究如何設計和製作。

王文虎覺得，裁縫與客人之間，是一份情誼。至今，福興度身訂造的衣服保持「一年免費包改」的傳統。他看著客人婚後心廣體胖，要把衣褲改寬，也見證過客人因病消瘦；有人離世，也有人成家立室。

那一件陪伴人們多年的西裝，穿的是剪裁，也是人情。

裁縫與客人之間，是一份情誼。至今，福興度身訂造的衣服保持「一年免費包改」的傳統。



Story behind Fu Shing & Sons
福興父子的故事

<https://youtu.be/WPoMJMFT2Cs>



王文虎——「福興父子」第二代主事人
Tony Wong — Second generation owner of “Fu Shing & Sons”

There is a friendship between the tailors and their customers. To this day, Fu Shing maintains the tradition of “one year free-of-charge alteration service” for their bespoke garments.

Qipaos and suits: the timeless legend lives on

Hong Kong's tailor-made qipaos and suits enjoy an excellent reputation, and have attracted the custom of numerous dignitaries and international celebrities over the years. Two tailors representing the Canton-style and Shanghai-style respectively still hold fast to their principles, consistently sewing each item of clothing with dedication. They deserve our respect for their meticulous application to their craft. Each bespoke qipao and suit not only demonstrates the impressive skills of these tailors, but also reflects their concern and care for their customers. These two old masters have devoted themselves wholeheartedly to their beloved trade, creating, stitch by stitch, a golden era of Hong Kong's tailoring industry.

The world is always changing, but what remains unchanged of Hong Kong tailors is the persistent dedication to their craft, which they have gained in this city for more than half of a century, making Hong Kong tailoring famous both at home and abroad, with their strong beliefs. Hong Kong is the home of Hactl, in this latest edition of "Flavours of Hong Kong", the two old masters tell us about the heyday of the tailoring industry in Hong Kong.

Wilson Kwong
Chief Executive of Hactl

旗袍與西裝 針線出傳奇

香港的訂造旗袍與西裝享譽盛名，多年來不少達官貴人、國際知名人士慕名而來。兩位分別代表廣東派及上海派的裁縫師傅擇善固執，始終如一認真縫製每件服飾，一絲不苟的精神實在令人敬佩。每件手工旗袍與西裝除了展現師傅的精湛手藝，也反映他們對客人的關懷體貼。兩位老師傅全心全意投入於其鍾情的手藝，透過一針一線，親手縫製香港裁縫業輝煌的一頁。

世事常變，始終不變的卻是香港裁縫對手藝的堅守與執著，憑著此信念立足香江逾半世紀，讓香港裁縫的美譽聞名中外，他們的拼搏奮進精神更是香港人的寫照。香港空運貨站以香港為家，藉著這一期的《香港速寫》，由兩位老師傅向大家訴說香港裁縫業的光輝歲月。

香港空運貨站
行政總裁鄭永銓



New canine detection initiative sniffs out lithium batteries

引進搜查犬嗅查鋰電池

Hactl has taken a further step to mitigate the risk of lithium batteries in air cargo, by teaming up with customer Qatar Airways Cargo to use technical detection dogs to sniff out hidden lithium batteries.

Leading American specialist MSA Security®, An Allied Universal® Company (MSA), is providing the detection service, and has stationed a team of security experts and sniffer dogs within a dedicated area of Hactl's SuperTerminal 1 facility. These dogs work by identifying the odours of dangerous goods such as lithium batteries and can do this whether the target items are in loose, palletised or containerised cargo. During proving trials at Hactl, an MSA dog successfully detected packages containing lithium batteries in PCs, and even a single power bank, despite being located on pallets and mixed with other general cargo.

MSA's sniffer dogs are trained at one of the company's eleven dedicated centres in the United States and are then housed locally in their dedicated kennel in Hong Kong. If additional dogs are required due to increased demand, they can be made available at short notice as new dogs are constantly undergoing training.

The initiative is a first for Qatar Airways Cargo and Hactl in Hong Kong. The carrier's decision to use dogs rather than traditional X-ray detection alone was due to the difficulty in reliably identifying lithium batteries using X-ray imaging; this becomes even more challenging for e-commerce shipments that contain mixed product types in small packages.

香港空運貨站 (Hactl) 與其客戶卡塔爾航空貨運 (Qatar Airways Cargo) 聯手引進經專業訓練的搜查犬，嗅查藏於貨物內的鋰電池，以進一步確保航空安全。

搜查犬服務由 MSA Security®, An Allied Universal® Company (MSA) 提供。現時由保安專家和搜查犬組成的團隊，於超級一號貨站專屬處貨區內執行嗅查貨物的工作。搜查犬均可識別如鋰電池等危險品的氣味，因此能有效嗅查出藏於散貨、裝板貨或載具內的鋰電池。搜查犬在貨站模擬嗅查貨物行動中，成功嗅查出藏有電腦鋰電池的包裹，甚至在裝有不同貨件的裝板貨中嗅查出一枚外置充電器。

MSA 在美國設有 11 間犬隻訓練中心，搜查犬在其中心內接受訓練，現時居於 MSA 香港專屬犬舍。更多犬隻正陸續接受訓練，當服務需求增加時，可迅速投入服務。

卡塔爾航空貨運與 Hactl 乃香港首家引進經專業訓練的搜查犬嗅查鋰電池的航空公司及空運貨站營辦商。卡塔爾航空貨運決定引進搜查犬，進一步嗅查 X 光影像難以準確識別藏於貨物內的鋰電池，特別是電商貨物經常包含多個裝有不同類型產品的小包裹，以確保航空安全。

Guillaume Halleux, Chief Officer Cargo at Qatar Airways says: "We always maintain the highest possible level of aviation safety and security and we have continuously advocated for proper regulation in the transport of lithium batteries. We recently became the second airline in the world to become IATA CEIV Lithium Batteries certified and we continue to look at ways to improve our methods. The trials with MSA have been very impressive, and our agreement to adopt their services through Hactl marks an important step forward for our brand."

Hactl Chief Executive Wilson Kwong adds: "Effective aviation safety and security demand that we leverage every new technology and technique, and this latest move perfectly aligns with Hactl's constant drive for continuous improvement in all aspects of its operations."

Hactl is now conducting trials with another major carrier and plans to make the technical detection dog service available to all airline customers in due course.

During proving trials at Hactl, an MSA dog successfully detected packages containing lithium batteries in PCs, and even a single power bank, despite being located on pallets and mixed with other general cargo.

搜查犬在貨站模擬嗅查貨物行動中，成功嗅查出藏有電腦鋰電池的包裹，甚至在裝有不同貨件的裝板貨中嗅查出一枚外置充電器。

HACIS COOL ZONE

New facility targets temperature-sensitive e-commerce

全新設施針對電商溫控貨物



The new facility will cater for the increasing volumes of perishable and temperature-sensitive e-commerce traffic transiting Hong Kong.

開設全新溫控設施「Hacis 溫控處理專區」，以滿足日益增長的到港鮮活及溫控電子商貿貨物的需求。

Hactl's value-added logistics arm, Hong Kong Air Cargo Industry Services Limited (Hacis), has opened a new climate-controlled facility – “Cool Zone” – within its E-commerce Fulfilment Centre. The new facility will cater for the increasing volumes of perishable and temperature-sensitive e-commerce traffic transiting Hong Kong.

Hacis' new Cool Zone provides a total, climate-controlled handling solution for goods such as fresh fruit and chocolates, speeding up the handling process and avoiding the potential cost and delays of transferring goods to downtown facilities for processing, before delivering to the agent's warehouse or the final customer. Using Hacis Cool Zone, cargo arriving in Hong Kong can easily be processed and delivered to local customers the same day.

Hacis Cool Zone offers a handling area with temperatures down to 15°C, preserving product quality during the fulfilment process. The facility is equipped with storage racks, and work tables for pick and pack and labelling. Cool Zone can integrate with agents' own IT systems to feed direct status updates and stock information.

Hacis is also able to provide storage for chilled, fresh and frozen commodities ranging from +25°C to -25°C.

香港空運貨站 (Hactl) 旗下提供物流支援服務的香港空運服務有限公司 (Hacis)，於其「Hacis 電子商貿中心」開設全新溫控設施「Hacis 溫控處理專區」，以滿足日益增長的到港鮮活及溫控電子商貿貨物的需求。

全新「Hacis 溫控處理專區」為新鮮水果和朱古力等溫控貨物，提供全面及可靠的一站式處貨服務。貨物到港後，隨即直接於專區內迅速完成處貨程序，避免延遲交付至貨運代理或貨物買家；由於貨物無需轉送至市區倉庫處理，因而大大減低運輸成本。總括而言，透過此溫控處理專區，抵港貨物能迅速完成所有相關處貨程序，即日送抵本地客戶手上。

「Hacis 溫控處理專區」設有低至15°C的處貨區，確保貨物於整個處貨程序中維持最佳品質。專區設有儲物架和供分揀、包裝及標籤貨物的工作台。此外，專區更連結貨運代理的資訊系統，為客戶提供貨物的實時狀態及庫存資訊。

此外，Hacis 亦能為需要保持於 -25°C 至 +25°C 範圍內的冷藏、鮮活及急凍貨物提供倉儲服務。

The Cool Zone is directly linked to SuperTerminal 1's giant Box Storage System (BSS), enabling it to cater for loose cargo, while minimising transit times. Once cargo is transferred to the Cool Zone, staff perform all required processes such as pick and pack and labelling, before the cargo is loaded onto temperature-controlled customer vehicles waiting at the facility's dedicated truck docks. Alternatively, individual orders can be delivered direct from the Cool Zone to the end-customer by courier.

The decision to open Hacia Cool Zone was driven by the growth in cool chain shipments arriving at Hong Kong International Airport, and destined for e-commerce customers, explains Hacia Executive Director Ringo Chan: "The Hacia E-commerce Fulfilment Centre needed to support this expansion of temperature-sensitive e-commerce business to various local and overseas destinations, and having reliable and efficient chiller facilities was essential to ensure the preservation of these shipments in prime condition."

溫控處理專區連接超級一號貨站龐大的散貨箱儲存系統，有效快捷處理散裝溫控貨物。貨物送至專區後會先進行分揀、包裝和標籤等必需程序，繼而裝上客戶停泊於貨站指定區域的溫控貨車。此外，Hacia亦可將貨物由溫控處理專區直接送予最終買家。

香港空運服務有限公司執行董事陳樹華指，近年香港國際機場電子商貿貨量增長強勁，因此決定開設此全新溫控處理專區。「『Hacia 電子商貿中心』必需具備完善、可靠和高效的冷藏設施，以保持溫控貨物於最佳狀態，支持電商溫控貨物業務擴展至更多本地及海外市場。」

“If the shipment is off-loaded in the morning, it can be delivered to the end-customer the same day. That probably won't be possible if the consignee deals with the fulfilment process using a downtown facility.”

「假設於早上卸貨，我們可於即日將貨物送至買家手上；若收貨人使用市區倉庫來處理貨物，則很大機會無法達至同日交付。」



Early users of the facility have been importers of fruit, yoghurt, snowy mooncake and chocolates, with most traffic inbound from Asian countries. Typical shipments comprise 100 pieces weighing between 1 to 5 kilos each. "We anticipate an increase in the amount of temperature-controlled cargo being handled as there is a growing demand for direct supply of products such as fruits from Japan and Korea," Ringo adds.

"For time- and temperature-sensitive perishables, it is important to keep the cargo handling time as short as possible," continues Ringo. "Hacia Cool Zone will take no more than 7 hours from unloading the cargo from the aircraft, to finishing the fulfilment process. So, for example, if the shipment is off-loaded in the morning, it can be delivered to the end-customer the same day. That probably won't be possible if the consignee deals with the fulfilment process using a downtown facility."

Hacia Cool Zone offers charging on a per-item-per-service basis, or as a comprehensive tailored package. Concludes Ringo: "Hacia Cool Zone is unique in providing a total one-stop-shop solution for temperature-sensitive commodities, with all processes carried out in controlled conditions. This supports the expansion of Online to Offline (O2O) e-commerce businesses to various local and overseas destinations."

大部分率先使用「Hacia 溫控處理專區」的客戶，均為亞洲地區水果、乳酪、冰皮月餅和朱古力的進口商。一般而言，每批貨物大約有100件各重1至5公斤的貨品。陳樹華續指：「隨著市場對水果等日韓進口貨品需求不斷增加，我們預料溫控貨物量亦會隨之上升。」

他補充道：「鮮活貨物的品質容易受時間和溫度影響，因此縮短處貨時間至關重要。從飛機卸下貨物，直至送抵『Hacia 溫控處理專區』完成所有處貨程序，整個過程不超過7小時，假設於早上卸貨，我們可於即日將貨物送至買家手上；若收貨人使用市區倉庫來處理貨物，則很大機會無法達至同日交付。」

「Hacia 溫控處理專區」配合客戶需要為各類貨物提供不同服務，亦設有度身訂造的綜合服務計劃。陳樹華總結道：「『Hacia 溫控處理專區』的優勝之處，在於能為溫控貨物提供一站式服務，在完善的溫控設施內完成所有處貨程序，因此，此全新設施有助融合線上線下 (O2O) 銷售模式的電子商貿客戶，進一步擴展業務至更多本地及不同海外市場。」

MORE AWARDS

獲獎連連



“AIR CARGO HANDLING AGENT OF THE YEAR”

「年度最佳航空貨運代理」大獎

Hactl has once again been named “Air Cargo Handling Agent of the Year” at the World Air Cargo Awards, for the ninth time in the seventeen years of the competition. The award is based on the online voting of readers of *Air Cargo Week* from around the world.

A delighted Hactl Chief Executive, Wilson Kwong, accepted the award in Munich, witnessed by a distinguished gathering of international air cargo executives who were attending the Air Cargo Europe exhibition and conference. This year’s live awards presentation was the first since the show and its sister event Air Cargo China were suspended due to COVID travel restrictions; the events normally play host to the World Air Cargo Awards.

Says Wilson: “Winning this award again, and in front of a live audience for the first time in four years, is not only a great honour, but also brings back happy memories of many past events. We are very grateful as always to all those who took the time and trouble to vote for us. I dedicate this award to my amazing team for their constant devotion to duty throughout the exceptional challenges they have faced since 2019.”

香港空運貨站 (Hactl) 於今年「世界航空貨運大獎」中再度榮獲「年度最佳航空貨運代理」大獎。獎項成立至今已踏入第17年，此乃貨站第九度獲此殊榮。一如既往，此項大獎乃經由《Air Cargo Week》來自世界各地的讀者於網上投票選出。

頒獎典禮於德國慕尼黑隆重舉行，為業界盛事「歐洲航空貨運博覽會」的重點環節之一，香港空運貨站行政總裁鄺永銓在來自世界各地的同業見證下接過獎項。頒獎典禮每年會於「歐洲航空貨運博覽會」或「中國航空貨運博覽會」進行，但由於有關博覽會一度因疫情及相關旅遊限制而停辦，故今年的頒獎典禮乃自2019年首次以實體形式進行。

鄺永銓表示：「我們十分高興能再次獲頒此殊榮，並在四年後重返此盛大的頒獎禮，在一眾同業見證下領取此獎項，這實在勾起不少美好的回憶。衷心感謝每位投選我們的人士。我亦藉此將獎項獻給貨站優秀的專業團隊，他們自2019年以來跨越疫情帶來的種種挑戰，堅守崗位、盡心盡力為客戶提供卓越服務。」

Meanwhile, the professional service provided by Hactl has once again earned it the award for “Best Business Partner”, for the seventh year in a row, from its customer SF Airlines.

Hactl has been providing cargo handling services to SF Airlines since the airline began Hong Kong services in 2010. Initially, Hactl provided terminal services only; but this was extended in 2013 to include ramp handling and all documentation. Then, during the pandemic in 2020, when SF staff were not permitted to visit Hong Kong due to anti-COVID measures, Hactl temporarily took over their entire loading and unloading operations to enable the airline to maintain its operations.

Wilson Kwong comments: “The SF express operation requires precision and efficiency, with 45-minute turnarounds and on-time flight departures essential. We are grateful that SF once again feels that Hactl deserves this great honour, and we hope to continue playing our key role in their premium service offering for many years to come.”

與此同時，Hactl 憑著一貫的卓越服務水平，連續第七年獲航空公司客戶順豐航空頒發「最佳合作夥伴」榮譽。

順豐航空於2010年在香港投入服務，當時 Hactl 已為其提供貨站處貨服務，繼而於2013年將服務範圍擴展至停機坪及所有文件處理。2020年疫情期間，順豐航空人員因疫情相關規定的限制，而未能來港監察航機的裝卸流程，故委託 Hactl 人員代為擔起此重任，以維持其業務正常運作。

鄺永銓表示：「順豐航空的速遞服務講求高準繩度及效率，因此我們必須在45分鐘內完成所有裝卸程序，以達至航班準時起飛。我們非常感謝順豐航空再度予以嘉許，更希望貨站繼續在順豐航空業務中擔當重要角色，為其提供全面高效的處貨服務。」

“We are grateful that SF once again feels that Hactl deserves this great honour, and we hope to continue playing our key role in their premium service offering for many years to come.”

「我們非常感謝順豐航空再度予以嘉許，更希望貨站繼續在順豐航空業務中擔當重要角色，為其提供全面高效的處貨服務。」



SF AIRLINES' “BEST BUSINESS PARTNER”

順豐航空「最佳合作夥伴」

HACTL'S GOT FEMALE TALENT!

Hactl 女將 百般武藝 志在成長

With the steady progress of gender equality in the workplace, it's becoming more and more common to find female colleagues in various job positions. In this edition of *Hactlink*, we hear the inspiring stories of three such Hactl workers.

Each supports the operation of the terminal in a different role, while also leading a fulfilling life outside work: Swimming, street dance, marathons — even challenging triathlons. Behind each of their passions stands resilience and resolve — not for the sake of winning alone, but for the personal growth they achieve with every step.

伴隨著社會進步和女性成長，不同工作崗位中女性的身影也愈來愈顯著。今次我們穿梭香港空運貨站 (Hactl)，探訪各懷絕技、百般武藝在一身的 Hactl 女將。

她們在不同崗位上維持貨站的運作，工餘也活得精彩——游泳、跳街舞、跑馬拉松，甚至挑戰三項鐵人比賽。每一項興趣背後，都反映她們的韌性和堅持，不為名次勝負，志在自己每一步的成長。

*“You have to keep trying,
and leave your comfort zone,
while believing in yourself.”*

「要不斷勇於嘗試，離開舒適區，同時要相信自己。」

Cherry Ho 何詠恩

Head of Customer Services, Operations
運營部顧客服務主管

三項鐵人

TRIATHLETE



Triathlete Cherry: I won't let fear defeat me

Cherry Ho, Head of Customer Services at Hactl's Operations department, has participated in numerous triathlons. The first part of any triathlon is, of course, swimming, and Cherry remembers most vividly one competition in which she gave up halfway through. She was competing with other athletes at Hong Kong's South Bay Beach. Shortly after setting off, she was overcome with a feeling of immense panic, and found herself grabbing onto a rescue boat; this meant she was disqualified.

“I had just started competing in triathlons. After coming ashore, I cried and scolded myself for giving up so easily. I told myself that I couldn't let fear defeat me — and I haven't given up in any competition since then,” Cherry declares.

Cherry has been working at the terminal for nearly a decade. She is known for her strong and resilient personality, and likes to try new things. Since she started running in 2006, she has constantly challenged herself with marathons and triathlons, which require both endurance and physical fitness. Cherry has already been women's champion in one local triathlon competition.

Triathlons should have been an impossible task for Cherry — because, while she possessed a natural talent for running, and had practiced for some two years before successfully undertaking her first full marathon in 2007, she had a profound fear of swimming after nearly drowning as a child.

三項鐵人 Cherry：不可以讓恐懼打敗自己

參加三項鐵人比賽多次，Hactl 運營部顧客服務主管何詠恩 (Cherry) 最記得的是一次半途而廢的賽事。游泳是三項鐵人的第一環，Cherry 跟一眾選手於香港南灣作賽。開始不久，她在茫茫大海中突然莫名其妙地感到非常驚慌，忍不住抓著救生艇，最後被迫退出比賽。

「那時是我剛剛開始玩三項鐵人。上岸後我一直哭，罵自己為何這麼容易放棄，也告訴自己不可以讓恐懼打敗自己。後來的所有比賽，我都沒有放棄過。」Cherry 眼神堅定地說。

Cherry 加入貨站近十年，她個性堅強有韌性，也喜歡嘗試新事物。自從 2006 年接觸跑步以來，她在工餘時間不斷挑戰馬拉松、三項鐵人等十分需要耐力及體力的運動，曾經一舉奪下本地三項鐵人賽事女子組的冠軍寶座。

回想最初，三項鐵人對 Cherry 來說幾近是不可能的任務。雖然跑步上她頗有天份，練習跑步約兩年後，於 2007 年已成功挑戰超過 42 公里的全馬 (全程馬拉松)，不過由於小時候曾經溺水，她對游泳充滿恐懼。

In an effort to participate in triathlons, she finally decided to learn swimming when she was in her 30s. Fortunately, she met an excellent coach who taught her basic swimming skills in a pool where her feet could touch the bottom, before moving onto a standard depth pool. Finally, Cherry took on the challenge of the sea, accompanied by her coach. “The first time I swam out to sea, I realised how beautiful the scenery was when I looked back at the beach from the floating platform,” Cherry recalls. In 2012, she participated in her first triathlon competition.

Cherry says that her husband and friends all praise her exceptional physique, but she believes the most important things are faith and perseverance. “You have to keep trying, and leave your comfort zone, while believing in yourself,” she concludes.

Cherry and her husband met through triathlon competitions. They are both sports enthusiasts, always training together for running, cycling and swimming. Even their wedding attire was triathlon sports wear! The couple completed the London Marathon earlier this year and will soon be participating in the Chicago Marathon. Cherry will then have completed five of the six World Marathon Majors: Tokyo, New York City, Chicago, Berlin and London — with only the Boston Marathon remaining.

為了挑戰三項鐵人，她 30 多歲時下決心學游泳，幸運地遇上一位好教練，她先在腳能碰地的泳池學會了游泳基本技巧，再挑戰水深過頭的標準泳池，最後跟教練一起挑戰大海。Cherry 回想道：「第一次游出大海的時候，我才發現原來從浮台望回沙灘，景色是這麼美。」2012 年，她首次挑戰三項鐵人賽事。

Cherry 說，數年間從馬拉松到三項鐵人，丈夫和朋友們都稱她「骨骼精奇」，但她說其實最重要的是信念和毅力。「要不斷勇於嘗試，離開舒適區，同時要相信自己。」

Cherry 和丈夫也是透過三項鐵人比賽認識的，兩人都是運動愛好者，平日一起訓練跑步、單車和游泳，就連結婚的禮服，也是三項鐵人比賽的戰衣。她說，剛於今年四月挑戰完倫敦馬拉松，年底將再出戰芝加哥全馬賽事。屆時，世界馬拉松大滿貫包括東京、紐約、芝加哥、波士頓、柏林及倫敦的六站賽事，只剩下波士頓一站。

Dancer Chloe: On stage, I'm not afraid any more

Millennial Chloe Lam is a relative newcomer to the workplace: she has been an Operations Trainee at Hactl's subsidiary, Hong Kong Air Cargo Industry Services Limited (Hacis) for less than a year, travelling daily between SuperTerminal 1 and her home in Stanley. During the journey, she says: "I put on my headphones and listen to music. I imagine how to dance and choreograph, and the two-hour commute passes quickly."

Like many, Chloe was enrolled in dance classes from an early age. She started with ballet in kindergarten but, in primary 5, she discovered street dance and quickly fell in love with it. "I like Hip-hop, Jazz-funk and K-pop dance. Street dance offers greater variation and spontaneity, allowing free expression," she explains.

In form 1 of secondary school, she joined the cheerleaders, frequently entering school competitions and, later, choreographing performances. Through training, she came to realise that dance is not just about individual freedom of expression. In street dance, more than 20 people practice together, and some learn quickly, while others learn more slowly. They need to accommodate each other and adjust the formations according to everyone's height. This process taught Chloe the importance of teamwork and helped her grow rapidly.

舞者 Chloe：一上舞台，我就不怕醜

90後林遨澄 (Chloe) 是職場新人，成為 Hactl 旗下香港空運服務有限公司 (Hacis) 貨運見習員快將一年，每日穿梭超級一號貨站和位於赤柱的家，她笑言不覺累：「放工之後就戴上耳機聽音樂，一邊在腦中想像怎麼跳舞、排舞，兩小時的車程很快過去。」

和許多小朋友一樣，Chloe 小時候被父母安排學習舞蹈。最初在幼稚園學的是芭蕾舞，但到了小學五年級，她初接觸到街舞，很快就「墜入愛河」。「Hip-hop (嘻哈舞)、Jazz-funk (爵士放克舞) 和韓國 K-pop 舞我都喜歡。街舞有更多變化亦更隨性，讓我可以自由表達自己。」

中一開始，她加入學校啦啦隊舞蹈團，經常參加校際比賽，後來更參與排舞。投入訓練，她才發覺舞蹈並非只是一個人的自由發揮。在街舞中，20 多人一起排練，有人學得快，有人學得慢，要互相遷就，同時也要根據大家的高度來調整隊形。這個過程讓 Chloe 領悟團隊精神的重要，快速成長。

"Do not assume you alone stand out. Everyone on the stage has their own strengths, and we complement each other to achieve a performance together," Chloe says.

At first, Chloe's parents did not really understand her interest in dance, and worried that devoting so much time in training would impact her studies. It was not until Chloe's first year in university that her parents attended the dance club's annual performance. Chloe performed four dances in a row, and was exhausted when she left the stage. Her father left a message of appreciation on the board at the venue: "Seeing your efforts and hard work, that must have been tiring."

For Chloe, dance is a way for her to transform herself. Now invested in her career, time for practice may have lessened, yet she finds a way by incorporating lessons learned through dance into her work. What dance has taught her is presenting herself with confidence: "I used to be quite shy when I was younger, but as soon as I step onto the stage, I am not afraid any more, as I believe myself beautiful when dancing, and want to share that side of myself with others."

「不要以為只有你自己一個叻，台上的每個人都有自己的優點，互補不足，才能一起成就一個舞台。」Chloe 說。

對於女兒的興趣，Chloe 父母以前不甚理解，不明白她為何要花那麼多時間訓練，也擔心影響了學業。直到 Chloe 在大專一年級時，迎來舞蹈社的周年表演，父母來到台下觀看。Chloe 那次決心挑戰自己，一連跳了四組舞，筋疲力盡地走下舞台後，見到父親在會場的留言版給她留言：「見到你們的付出，辛苦了。」

對 Chloe 而言，舞蹈讓她蛻變。如今她投入工作，少了時間練舞，但也慶幸能把過往從舞蹈中領悟到的，融入工作。舞蹈教會她的，是自信地呈現自己：「我從小比較怕醜，但一上到舞台我就不怕醜，因為我覺得自己跳舞的時候好靚，我想分享自己這一面給他看。」



DANGER

舞者



Chloe Lam 林遨澄

Operations Trainee, Hacis
Hacis 貨運見習員

"Everyone on the stage has their own strengths, and we complement each other to achieve a performance together."

「台上的每個人都有自己的優點，互補不足，才能一起成就一個舞台。」

“Swimming non-stop for at least an hour, completely emptying my mind, and only thinking about how to sprint to the finish line, is a great way to relieve stress.”

「至少一小時不停游，讓自己完全放空，只想著如何衝刺，到達終點，特別減壓。」



Rosa Fong 方嘉琪
Assistant Manager, Finance
財務部助理經理

泳將

SWIMMER



Swimmer Rosa: Explode towards the finish line!

Rosa Fong is Assistant Manager of Hactl's Finance department. She is always focused and working flat out when meeting tight deadlines: "I stare at the computer monitor and papers, and keep working until I complete the task. It's the same when swimming: my goal is to reach the finish line in an explosion of effort!" Rosa says with a smile.

Rosa holds a swimming coach certificate. During her university years, she worked part-time as a coach, teaching children to swim. Having received swimming training since childhood, Rosa says that swimming shaped her personality and benefited her greatly.

Rosa started learning to swim in primary 1 and quickly revealed a talent for it. She joined a swimming club and specialised in freestyle and backstroke. Every weekday she trained at least two hours after school, then went home to do homework. She maintained this routine for over ten years, winning multiple awards in inter-school and swimming club competitions.

泳將 Rosa：向著終點，爆發！

方嘉琪 (Rosa) 是 Hactl 財務部助理經理。工作繁忙，每次趕「死線」的時候，她都聚精會神，全力加速。「眼睛只盯著螢幕及文件，一直做一直做，成功就在前面。游水也是這樣，唯一目標就是向著終點，爆發！」Rosa 笑著說。

Rosa 是游泳健將，更考獲游泳教練證書，大學時兼職做游泳教練，教小朋友游泳。自小進行游泳訓練，Rosa 說游泳塑造了她的性格，讓她受益匪淺。

自小學一年班初學游泳，Rosa 很快被發現於這方面頗有天賦。她加入泳會，專攻自由式和背泳。每星期一至五，每日放學後都要進行訓練至少兩小時，再回家做功課，就這樣堅持了十多年，其間多次在校際和泳會比賽中獲獎。

Rosa says swimming is a relatively "lonely" sport. Although there are relay races, most of the time she trains alone: stretching, physical training and swimming, repeatedly reminding every muscle to remember the feeling of exploding in the water, while combining with the rhythm of breathing. Compared to men, women generally have less resistance in the water due to their flexibility and body size, but their monthly menstrual cycle also brings many challenges.

"The arrival of menstruation often hinders training progress. For athletes, it is best to avoid interrupting training as much as possible. After stopping for a week, it feels like starting from scratch," Rosa explains. But she really enjoys the feeling of being in the water, so has persisted for many years: "Doing something I enjoy doesn't make me feel tired."

Perhaps because she has been used to training and striving alone for many years, Rosa is independent and assertive. During holidays she often travels alone, even enjoying some private time away from her husband. No matter how busy she is at work, she still takes time to swim every week: "Swimming non-stop for at least an hour, completely emptying my mind, and only thinking about how to sprint to the finish line, is a great way to relieve stress."

Rosa 說，游泳相對球類運動而言是一種「孤獨」的運動，雖然也有接力賽，但大多數時間都在獨自訓練：拉筋、體能訓練、水中操練，周而復始，讓每一塊肌肉都記住在水中爆發的感覺，並且配合呼吸的節奏。相較男生，女生因為柔軟度和體型，一般在水中阻力較小，但每個月的生理周期又帶來許多挑戰。

「生理期的來臨，往往是最阻礙訓練進度。對運動員來說，會盡量避免暫停訓練，停一個星期之後，一切好似要從頭來過。」Rosa 回憶說，但她真的很喜歡在水中的感覺，因此多年來一直堅持，「做自己享受的事情，不覺得累。」

或許是習慣了多年獨自訓練和拼搏，Rosa 個性獨立，有主見。放假時她不時獨自去旅行，與丈夫各自精彩，享受一個人的時光。無論工作多忙，她每周還會抽時間去游泳，「至少一小時不停游，讓自己完全放空，只想著如何衝刺，到達終點，特別減壓。」

GREEN LIVING REIMAGINED

Green Living Reimagined reflects how Hactl embeds sustainability into every single aspect of its business. For example, we gave old uniforms new lives as tote bags and plush toys. By upcycling our old workwear, we've saved water, cut landfill and reduced our carbon footprint.

SOMETHING OLD, INTO SOMETHING NEW — UNIFORMS TRANSFORMED

一點舊一點新 制服大變身

When we purchase new clothes, do we ever stop to think that enough old clothes to fill a refuse truck are thrown away every second around the world? With economic growth and fast fashion trends, global textile waste has become a serious issue, with only 12% of all garment materials being recycled. According to the Hong Kong's Consumer Council, the recycling rate of textiles in Hong Kong was around 7.6% in 2020.

Hactl is dedicated to sustainable development, fulfilling environmental protection and social responsibility in all facets of its business. In the first quarter of 2023, Hactl launched a new uniform for its frontline staff for the first time in over 20 years, delivering a considered and comfortable design to colleagues. But the old uniforms were not sent to landfill: with creative thinking, they were given a useful second life.

In sustainability terms, transforming something old into something new is invariably the best option. So Hactl teamed up with a fashion designer and a local non-profit organisation to produce designs for totally new products using the unused old uniforms. These were carefully cut to pattern and sewn, resulting in useful bags and cute teddy bears. The first batch of 700 bears and 170 bags has already been completed.

當我們添置新衣的時候，可曾想過，這世界上每秒就有一架垃圾車被舊衣裝滿？伴隨著經濟發展和快速時裝流行，全球紡織品浪費嚴重，僅有12%的成衣物料被回收。根據消費者委員會數據，在2020年，香港紡織物的回收率只有約7.6%。

香港空運貨站 (Hactl) 致力推廣可持續發展，在各個業務範疇和細節均注重環境保護及社會責任。2023年首季，Hactl 二十多年來首次推出全新的前線員工制服，為同事帶來更貼心和舒適的設計，而舊制服並沒有因此送往堆填區，而是以創新方式賦予第二生命。

一點舊一點新是最好的選擇。Hactl 與時裝設計師及非牟利機構聯手，一起把全新的舊制服重新設計、剪裁和縫紉，目前已經製成首批的700隻熊公仔和170個布袋。



Jonathan from Hactl's Learning and Development department was touched when he received the upcycled teddy bear, which was produced from the blue and white shirt of the supervisor's old uniform. Jonathan has worked at Hactl for 23 years – initially on the frontline, where he wore a uniform every day. "Many of the uniforms now being transformed into teddy bears are the ones I have worn, and have become part of my everyday life. Hactl introduced the new uniform for us this year, but the memories and sentiments attached to the old uniforms linger."

收到以主任級藍白恤衫舊制服升級再造而成的熊公仔時，Hactl 學習及發展部的 Jonathan 很感動。Jonathan 已為貨站服務 23 年，最初於前線工作時，日日穿著制服。「許多用來造熊公仔的制服我都穿過，已經成為生活的一部分。今年公司為同事換了新制服，但舊制服的記憶和情懷也可以藉此延續，十分有意義。」Jonathan 說。

“Many of the uniforms now being transformed into teddy bears are the ones I have worn, and have become part of my everyday life. Hactl introduced the new uniform for us this year, but the memories and sentiments attached to the old uniforms linger.”

「許多用來造熊公仔的制服我都穿過，已經成為生活的一部分。今年公司為同事換了新制服，但舊制服的記憶和情懷也可以藉此延續，十分有意義。」

Second life

Periodic renewal of uniforms is an inevitable event for many corporations, and there are usually many more uniforms than employees, due to the need for spares and replacement. However, very few companies consider that their old uniforms will become waste, and burden the environment and landfill. When a new design is introduced, what happens to the unused uniforms in the stock?

From the outset of the new uniform project, Hactl was determined to resolve this issue, and explore a second life for its old uniforms. After stocktaking, Hactl had over 8,000 unused old uniforms. At present, there are no established procedures or systems to handle such old uniforms in Hong Kong. Ordinary clothes recycling schemes do not accept uniform donations, so the question of what to do with old uniforms is a tough one.

Lo Sing-chin (Sing), the fashion designer who has been leading the new uniform project, confirms that very few organisations are proactive about recycling or upcycling their old uniforms. By contrast, he found collaborating with Hactl on its uniform replacement both innovative and inspiring:

“Environmentally friendly is more than a slogan. We cannot achieve it by simply making something, so we truly wished to upcycle the old uniforms into useful items or cherished gifts,” Sing says. After much research and exploration by Hactl and Sing, they decided to upcycle the old uniforms into various designs of bags for shopping or travel, while using smaller pieces to produce cute teddy bears.

二次生命

隨著公司發展，適時更新制服款式是許多企業的必經之路。不過很少公司留意到，在更換新制服時，舊制服也會造成大量浪費，更為環境及堆填區帶來沉重負擔。為了配合員工所需，企業一般會在倉庫備有不同型號、大小的制服，以供員工隨時替換。當新設計推出時，這些倉庫中的「新衣」怎麼辦？

自啟動新制服設計項目之初，Hactl 就決心解決此問題，為舊制服探索第二生命。經點算，倉庫內存有 8,000 多件全新的舊款制服。目前香港市面上沒有成熟的流程或制度去處理舊制服。一般舊衣回收計劃都不接受制服捐贈，舊制服的處理因此成了一道難題。

主理新制服設計的時裝設計師盧聲前（阿聲）表示，目前很少機構積極回收或升級再造舊制服，這次和 Hactl 一起探索和完成舊制服升級再造計劃，是一次創新又別具意義的嘗試。

「環保不是一個口號，不是做了就可以，我們希望真的可以將這些制服變成日常生活中需要的東西或禮物。」阿聲說。Hactl 和阿聲多番探索及研究舊制服布料後，最終決定把一部分制服「升級」成不同款式的布袋，可供外出逛街或旅遊時使用，另一些則化身成可愛的熊公仔。

“Environmentally friendly is more than a slogan. We cannot achieve it by simply making something, so we truly wished to upcycle the old uniforms into useful items or cherished gifts.”

「環保不是一個口號，不是做了就可以，我們希望真的可以將這些制服變成日常生活中需要的東西或禮物。」

Accurate formula: No waste of fabric

The concept may sound good, but the manufacturing process was far from easy. Sing laughs and recalls that the team was too ambitious for this project at first: “On one hand everyone insisted on not wasting any material, not even an inch of fabric, a zip, or a button; on the other hand, we wanted users to love the new products. So four styles were designed just for the bags: large and extra-large shopping bags, a messenger bag and a cross-body bag.”

When it came to the pattern drawing process, difficulties arose. The old uniforms come in many different sizes, which means various patterns need to be drawn. “The waist widths of the trousers range from 24 inches to over 40 inches, while the inventory varies for each size,” continues Sing, who adds that he has spent considerable time sorting out the sizes and working out the most economic cutting layout.

In order to be 100% eco-friendly when upcycling the old uniform, Sing and his colleagues decided to make two small bags from each pair of trousers. “Basically, a trouser leg can make one small bag,” Sing explains. He did not waste any materials such as belts and buttons: the belt can be used to make the bottom of the bag stiffer, and easier to hold things; while the buttons can be transformed into little accessories, or added to the inner side of the bag, to make it easier to hang some small objects like keychains.

Apart from being environmentally friendly, Hactl also wanted to provide work opportunities for the disadvantaged in society. So Hactl collaborated with non-profit organisation St. James’ Settlement Jockey Club Upcycling Centre, to involve people with disabilities in the production.

精準方程式：不浪費一絲布料

構思上很理想，但製作過程一點不易。回想起來，阿聲笑說，最初大家真的太有野心了：「一方面大家堅持盡量不浪費一絲材料，無論是一寸布料抑或舊制服原有的拉鏈、鈕扣等；另一方面，又希望新產品真正被用家喜歡，因此光是布袋，就一口氣設計了四個款式：大型及特大購物袋、郵差包和斜揸袋。」

到畫紙樣的時候，難題來了。舊制服有著大量不同尺碼，這意味著要畫許多不同紙樣。「單單是制服褲，從24吋腰到40多吋腰都有，每個尺寸的存量也不同。」阿聲介紹，僅僅是梳理尺寸，設定剪裁的數學方程式，就花了不少時間。

為了最環保地升級再造舊制服，阿聲和同事们決定把一條制服褲造成兩個小尺寸的袋。「基本一條褲腳可以造一個細袋，」阿聲說，腰帶和鈕扣等也不要浪費，腰帶可以加在袋子底部，讓底部更堅硬，方便裝東西，而鈕扣既可以變成小裝飾，也可以加在袋子內部，方便用來掛鑰匙扣等小物件。

除了顧及環保，貨站亦希望略盡綿力，協助社會上的弱勢社群就業，因此特意與非牟利機構聖雅各福群會賽馬會升級再造中心合作，讓復康人士參與製作。



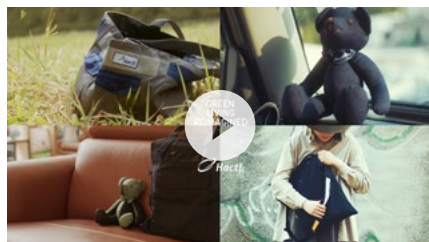
GREEN
LIVING
REIMAGINED

Green Living Reimagined reflects how Hactl embeds sustainability into every single aspect of its business. For example, we gave old uniforms new lives as tote bags and plush toys. By upcycling our old workwear, we've saved water, cut landfill and reduced our carbon footprint.

Hactl

“Hactl has given us an opportunity to produce products with sophisticated designs. The members were so proud after the production finished, and told their friends, ‘I made it!’”

「Hactl 給了我們一個機會製作設計精美的產品，會員完成產品之後都很驕傲，紛紛跟朋友分享『這是我做的！』。」



New lives for old uniforms
舊制服新生命



<https://youtu.be/OVyRK2dnKrQ>

Joining hands with people with disabilities

St. James' Settlement Jockey Club Upcycling Centre is located at Wan Chai, which is a former sheltered workshop. It was refitted as an "Upcycling Centre" in 2015, with sponsorship from the Hong Kong Jockey Club. Sonia Tsang, the centre's Project Manager, says the centre has a carpentry workshop and sewing room, where people with disabilities learn carpentry and sewing techniques under the supervision of technicians, to upcycle discarded materials into useful products. The process not only enhances the skills of people with disabilities, but also promotes sustainable development.

Sonia highlights that the collaboration with Hactl to transform old uniforms into attractive and practical bags has been a valuable opportunity and experience for people with disabilities. "The members of the centre have always practiced simple assembly processes during the pandemic and have not previously had a chance to make something attractive."

Initially, some members of the centre faced difficulty in following Sing's instructions. But Sonia recalls how all parties worked closely together throughout the whole project – Hactl, technicians from the Upcycling Centre and Sing maintained close communication. They taught the members various techniques, provided tools to assist the learning and operational procedures, and constantly reviewed whether any procedure could be simplified without compromising the design and quality of the products.

Sonia is thrilled: "Hactl has given us an opportunity to produce products with sophisticated designs. The members were so proud after the production finished, and told their friends, 'I made it!'"

Anson from Hong Kong Air Cargo Industry Services Limited (Hacis), Hactl's subsidiary, won one of the teddy bears in a competition, and was surprised to realise it had been upcycled from the blue and white chequered shirt of the Operations department. "The bags and teddy bears invoke a sense of familiarity. This is a truly innovative idea!" he says. Having worked for Hactl for 22 years, he has given the teddy bear a place of honour on his desk and cherishes it.

攜手支持復康人士

聖雅各福群會賽馬會升級再造中心位於灣仔，前身是庇護工場，2015年得到香港賽馬會贊助轉型成「升級再造中心」。中心的項目經理曾詠斯 (Sonia) 表示，中心擁有木工房和車縫間，復康人士在技術員指導下學習木工和縫紉，進而將回收所得的物品升級再造成有用的製成品。這個過程既提升復康人士的技能，亦促進可持續發展。

Sonia 表示，這次和 Hactl 合作，將舊制服變身成美觀而實用的布袋，對復康人士來說是一次寶貴的機會與經驗。「疫情期間，中心的會員許多時候都在練習簡單的車縫工序，不太有機會製作難度高的產品。」

對於時裝設計師阿聲的設計和縫紉方法，一些會員最初不容易掌握，Sonia 說，整個過程大家通力合作，Hactl 人員、中心技術員和阿聲緊密溝通，一方面教授會員不同技巧，提供協助學習和操作的工具，另一方面也看看能否在不影響設計及品質的前提下簡化工序。

Sonia 興奮表示：「Hactl 給了我們一個機會製作設計精美的產品，會員完成產品之後都很驕傲，紛紛跟朋友分享『這是我做的！』。」

Hactl 旗下香港空運服務有限公司 (Hacis) 的 Anson 在遊戲中贏得熊公仔，看著手上以運營部舊款藍白格仔制服升級再造的熊公仔，他有點驚訝。「這些袋及熊公仔好靚，讓人感到非常親切，似曾相識，這個構思好創新。」Anson 說。在公司服務了 22 年的他將熊公仔放在工作檯前，珍而重之。



DOUBLE HONOURS FOR GREEN ACHIEVEMENTS



兩項環保大獎及認證

Hactl has received both the “Transport and Logistics — Gold Award” in the Hong Kong Awards for Environmental Excellence (HKAEE), and “Hong Kong Green Organisation Certification” (HKGOC). Both the award and certification schemes are operated by the Environmental Campaign Committee.

The HKAEE scheme promotes green management in business, providing benchmarking against best practice, and recognition for the best-performing companies and organisations. HKGOC meanwhile benchmarks organisations’ green management, encouraging environmental practices, and recognising environmental achievements and commitment.

Mr. Tse Chin-wan, Secretary for Environment and Ecology, presented Hactl Executive Director and Chief Financial Officer Amy Lam with the Award at a prestigious ceremony attended by senior representatives of Hong Kong industry, commerce and government.

Speaking after the ceremony, a delighted Amy said: “The environment is a primary focus in every aspect of Hactl’s business, and sustainable behaviour is now embedded in every decision we take and everything we do.

“Our staff have truly taken this guiding principle to their hearts, and I am very happy to recognise their strong commitment by sharing the award and certification with them.”

It’s not the first time Hactl has won an HKAEE award; it received the HKAEE “Transport and Logistics — Silver Award” in 2014, and the Gold Award the following year.

香港空運貨站 (Hactl) 榮獲「香港環境卓越大獎——交通及物流業金獎」及「香港綠色機構認證」。此兩項大獎及認證皆由環境運動委員會主辦。

「香港環境卓越大獎」鼓勵企業及機構實施環境管理，就所屬界別內的最佳作業模式評估其環境管理表現，並嘉許展現卓越環境表現的企業及機構。「香港綠色機構認證」則為在綠色管理上有卓越成就的機構訂定基準，鼓勵機構在不同範疇實施環保措施，並表揚它們在環保方面所作出的貢獻及承諾。

一眾香港工商界領袖及政府人員出席盛大頒獎典禮。環境及生態局局長謝展寰更將「香港環境卓越大獎——交通及物流業金獎」，頒予香港空運貨站執行董事及首席財務官林苑薇。

林苑薇在頒獎典禮後表示：「環保是 Hactl 各業務範疇的重點項目，我們將可持續發展理念融入日常的決策及營運之中，而貨站團隊亦全力支持此方針。我們很高興獲頒此兩項殊榮，肯定了團隊一直以來在環保工作上所作出的努力。」

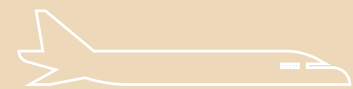
Hactl 並非首次獲得「香港環境卓越大獎」，於 2014 年及 2015 年，貨站曾分別榮膺「香港環境卓越大獎」的「交通及物流業銀獎」及「交通及物流業金獎」殊榮。

Hactl’s sustainability efforts in the first half of 2023 have led to the achievement of no less than five major accolades spanning training, health and safety and community support.

香港空運貨站 (Hactl) 一直致力推廣可持續發展，在過去半年更榮獲五項有關人才培訓、職業安全與健康，及支持社區發展的大獎。

SUSTAINABILITY ACTIONS EARN 5 PLAUDITS

五項可持續發展殊榮



Hactl received the “Social Enterprise Supporter Plus Award” from non-profit organisation the Fullness Social Enterprises Society, for the second year running. The award recognises Hactl's continuing support for ethical consumption and social enterprises in Hong Kong.

To receive the award, candidates must be nominated by two social enterprises; Hactl was honoured to be nominated both by FruitsMaMa – which provides employment for working mothers from underprivileged families, and FairTaste – which promotes fair trade products and responsible consumption. Hactl worked with FruitsMaMa to provide seasonal fruits to its staff, and promoted sustainable living by inviting FairTaste to participate in the annual Hactl Green Week.

Hactl has also been recognised in the “Social Capital Builder Awards 2022 – Social Capital Builder Logo Award”, for its contribution to the development of social capital in Hong Kong from 2020 to 2022. The Social Capital Builder Awards are organised by the HKSAR Government's Community Investment and Inclusion Fund, and judging criteria include social networks, social participation, information and communication, trust and solidarity, mutual help and reciprocity, and social cohesion and inclusion.

Meanwhile, higher standards in Hactl's ramp workshop, which repairs and maintains its large GSE fleet, earned it a “5S Certification” from the Hong Kong Quality Assurance Agency (HKQAA).

5S is a Japanese-originating management technique for establishing and maintaining a quality culture within an organisation. The 5S name refers to the core principles of standardise, sort, straighten, shine, standardise and sustain. HKQAA-5S Certification aims to assist organisations in improving operational and workplace management to optimise performance, comfort, safety, cleanliness, employee morale and efficiency.

Hactl achieved compliance through higher standards for equipment renovation; improved worker safety by adopting ergonomics principles; and a human-centric approach in the layout of the workshop. Certification followed 8 months of training, numerous cross-departmental taskforce meetings and consultations with frontline staff.

Hactl 連續兩年獲非牟利機構豐盛社企學會頒發「傑出支持社企機構」大獎，以表彰貨站推動良心消費及支持社企發展。

要取得此項殊榮，必須由兩間或以上社企提名。貨站十分榮幸獲得兩間社企合作夥伴提名支持，分別是向基層家庭主婦提供工作機會、為貨站同事提供新鮮時令水果的「生果媽媽」，以及致力推廣公平貿易和負責任消費、於貨站「綠·週」年度活動中推廣可持續生活的「細味公平」。

此外，Hactl 更獲頒發「社會資本動力獎 2022 —— 社會資本動力標誌獎」，以表揚貨站於 2020 至 2022 年間對本港社會資本發展所作出的貢獻。「社會資本動力獎 2022」乃由香港特區政府社區投資共享基金舉辦，獎項的評核準則涵蓋六個社會資本範疇，即社會網絡、社會參與、資訊和溝通、信任和團結、互助和互惠，以及社會凝聚和包容。

在品質保證方面，為維修及保養停機坪設備而設的 Hactl 地勤設備維修工場，亦取得香港品質保證局 HKQAA-5S 認證。

5S 是一套源自日本的組織內部建立和保持質量文化的技巧，涵蓋「清理、整頓、清潔、規範及持續」五大原則，而 HKQAA-5S 認證則旨在協助不同機構透過優化工作間的管理和運作，提升其績效、工作間的舒適度、安全性和清潔度，以及員工的士氣和效率。

Hactl 為達致認證的標準，實行了多項優化措施，包括提升設備維修的水平、採用人體工學原則設計工作間以提升職業安全、以及採用以人為本的原則規劃工作間的佈局和擺設。整個認證過程長達 8 個月，Hactl 經過一連串員工培訓、跨部門會議和諮詢前線員工的意見，最終成功通過審核，取得 HKQAA-5S 認證。

In the “21st Hong Kong Occupational Safety & Health Award”, Hactl has been honoured with the “Safety Performance Award (All Industries) – Outstanding Award” and “Best Program for Work Safety & Health in Hot Weather (All Industries) – Gold Award”.

The “Safety Performance Award” recognises organisations demonstrating outstanding occupational safety and health performance, and good safety records over the preceding three years. Competing against nearly 180 entries, Hactl also received the “Best Program for Work Safety & Health in Hot Weather (All Industries) – Gold Award” for its outstanding precautions against heat illness and heat stroke – including provided staff with cool drinks, reusable water bottles, cooling towels, caps and sunscreen, and installing water stations, water vans and mobile air-conditioned offices.

Hactl has also been commended as a “QF Gold Star Employer” by the Hong Kong Qualifications Framework (QF), which was established in 2008. QF aims to promote and support lifelong learning to enhance the quality, professionalism and competitiveness of Hong Kong's workforce. Hactl's gold star status was granted because it fulfilled all three awards criteria – making it one of only four award-winning companies to do so.

The three criteria include having made good use of the QF tools and mechanisms in developing Specifications of Competency Standards-based courses, to enhance employees' professional abilities; encouraging them to obtain the Recognition of Prior Learning qualifications based on their accumulated work experience and competences; and applying QF-recognised qualifications in human resources development and management to enhance the company's overall competitiveness.

至於在「第二十一屆香港職業安全健康大獎」中，Hactl 則榮獲「安全表現大獎（各行各業組別）——傑出獎」及「最佳酷熱天氣下職安健計劃（各行各業組別）——金獎」。

「安全表現大獎」表揚有傑出職安健表現，以及於過往三年擁有良好安全紀錄的機構。而憑藉多項過人的預防中暑及熱疾病措施，Hactl 在接近 180 個參賽單位中脫穎而出，贏得「最佳酷熱天氣下職安健計劃（各行各業組別）——金獎」。多項舉措包括：向同事派發清涼飲料、可循環用水樽、冰涼毛巾、太陽帽和太陽油，在貨站各處裝置水機，以及為在停機坪工作的同事提供水車和設有空調的流動休息室。

除此以外，Hactl 更榮獲香港資歷架構 (QF) 嘉許為「QF 金星級僱主」。QF 於 2008 年推行，旨在推廣及支持終身學習，以提升香港工作人口的質素、專業性和競爭力。今年只有 4 間獲獎機構能滿足全數三項評審要求，而 Hactl 是其中一間。

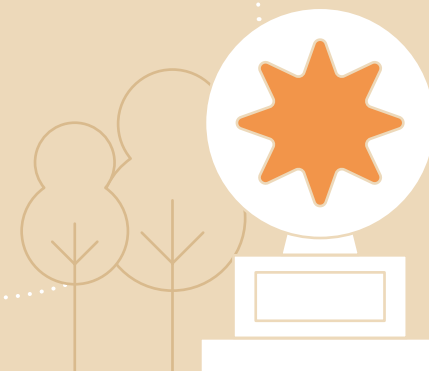
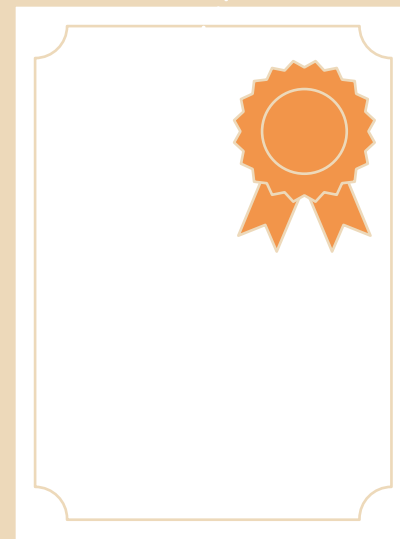
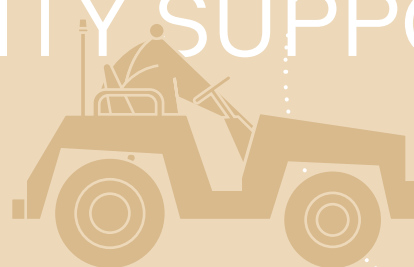
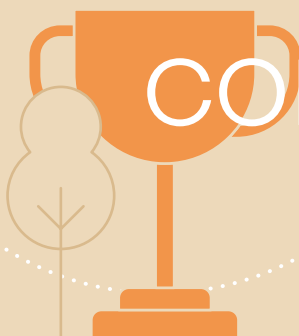
三項評審要求包括有效及全面應用 QF 各項工具和配套機制，以發展「能力為本課程」提升員工專業能力；鼓勵員工憑著累積工作經驗和能力達致「過往資歷認可」；以及於人力資源發展和管理上應用 QF，以提升企業的整體競爭力。

COMMUNITY SUPPORT

SAFETY

HEALTH

TRAINING



Hong Kong Air Cargo Terminals Limited
SuperTerminal 1, 9 Chun Wan Road,
Hong Kong International Airport, Hong Kong

香港空運貨站有限公司
香港國際機場駿運路 9 號超級一號貨站

www.hactl.com