金沙中國
滙沙聚愛

金沙中國
Sands China Ltd.

SANDS CHINA
CARING FOR LOVE





2021

金沙中國企業社會責任工作概覽

OVERVIEW OF SANDS CHINA CORPORATE SOCIAL RESPONSIBILITY CONTRIBUTION

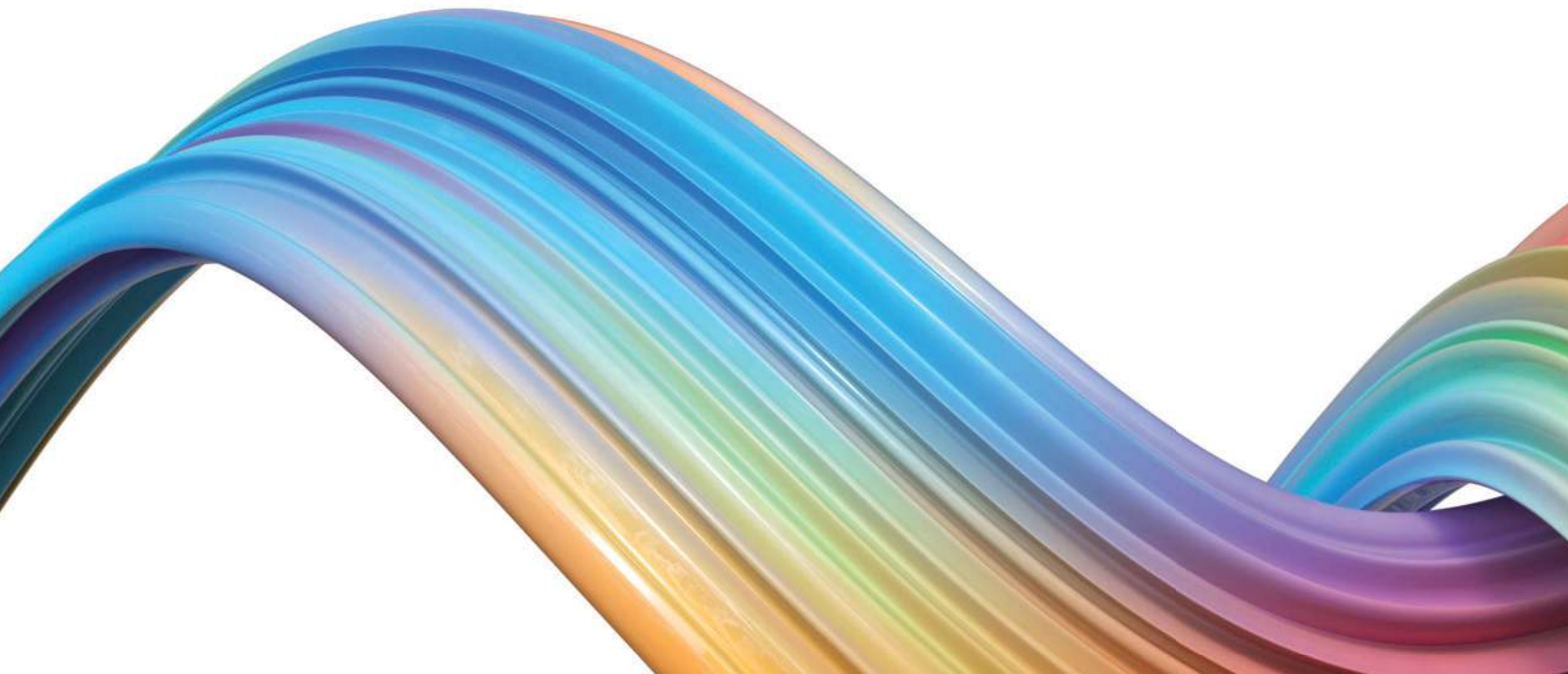


We Care for you, rain or shine


澳門

目錄
CONTENTS

01	主席的話	Chairman's Message
03	總裁的話	President's Message
05	同心抗疫	Pandemic Relief Efforts
15	人才發展	Talent Development
57	多元經濟	Economic Diversification



79 本地採購 Local Procurement
101 社區參與 Community Engagement
127 綠色營運 Sustainable Operations
143 負責任博彩 Responsible Gaming





主席的話

疫情持續影響全球，企業社會責任進一步成為集團關注的重點。

在澳門，我們積極推出各項企業社會責任舉措，包括「金沙關懷」企業公民計劃、「金沙環保 360」全球可持續發展策略，以及推出支援當地中小微企的採購計劃及培訓等，透過實際行動回饋社會，堅持與澳門社區砥礪前行。

2021 年依然是充滿挑戰的一年。為持續協助澳門社區穩步發展，我們推出多項企業社會責任舉措，並在人力、物資及資金方面提供支援，包括提供場地及人手支援特區政府的抗疫工作、捐贈物資製作防疫颱風應急包等，務求利用自身資源為社區貢獻力量，助力澳門走出逆境。

拉斯維加斯金沙集團一直堅守由集團創辦人蕭登 · 艾德森先生秉持的企業核心價值。澳門的義工團隊 -- 金沙中國關懷大使利用工餘時間積極參與各項由「金沙關懷」企業公民計劃開展的社區義務工作，持續以實際行動用心實踐這項理念。他們對澳門社區的無私奉獻精神讓我們深受鼓舞。

縱使面對當前疫情的嚴峻挑戰，我們對澳門發展前景仍充滿信心。相信在社會各界的共同努力下，澳門的經濟及旅遊產業定能繼續迎難而上，讓社區生活早日恢復正常。

公司期望藉著回顧過去一年在澳門社區工作取得的豐碩成果，為未來一年注入更多力量，並為企業履行社會責任樹立成功典範。

拉斯維加斯金沙集團及
金沙中國主席兼行政總裁
Rob Goldstein

Chairman's Message

The world is still in the midst of a pandemic reality, and that has made corporate social responsibility more important than ever.

In Macao, we are proud to continue executing our global corporate social responsibility efforts such as Sands Cares, the Sands ECO360 global sustainability strategy, and our focus on local procurement-all with an eye to support and protect the local community.

In 2021, our various CSR efforts in Macao included pandemic and disaster-related relief efforts, comprising manpower support as well as material and monetary contributions to help the city continue to thrive and grow in the face of significant challenges. Our economic recovery efforts continue to seek to help Macao weather the storms, both literal and figurative, of the year just passed and the year ahead.

For Las Vegas Sands and Sands China, it is our Team Member volunteers, our Sands Cares Ambassadors, who continue to embrace and exemplify the company's core values, as established by our founder, Sheldon G. Adelson. Their dedication to the Macao community, as demonstrated by the time and energy they devote to Sands Cares initiatives, continues to inspire all of us.

Las Vegas Sands and Sands China remain ever confident in the progress and success of Macao in all its varied arenas, including community life, the economy and the tourism industry.

We look forward to continuing our efforts in the years ahead to be an example of a corporation that is dedicated to improving the lives of all those we serve.

Rob Goldstein
Chairman and CEO
Las Vegas Sands Corp. and Sands China Ltd.



總裁的話

金沙中國植根澳門近廿載，一直致力回饋本澳社區，以實際行動履行企業社會責任，以澳門為家。

儘管新冠疫情依然為全球帶來重重難關，但我們仍透過「金沙關懷」計劃在六大範疇，包括人才發展、多元經濟、本地採購、社區參與、可持續發展及負責任博彩致力回饋社會。現在讓我們回顧過去一年計劃持續穩步發展的成果。

在防疫抗疫方面，我們過去一年仍不遺餘力向本澳社區伸出援手，持續利用自身資源全力支援及配合特區政府的各項抗疫工作，包括提供澳門威尼斯人作為全民核酸檢測場地，以及提供位於澳門倫敦人的喜來登大酒店作醫學觀察用途。

此外，我們亦持續為促進澳門經濟及旅遊發展多元貢獻力量，支持及舉辦多項文化藝術及體育活動，並致力打造澳門全新地標——澳門倫敦人，進一步豐富本澳旅遊休閒元素。

在推動經濟及旅遊發展的同時，公司積極與本地中小微企供應商保持緊密合作；持續推行金沙環保 360 全球可持續發展策略，致力減少碳足跡。

我們一如既往對本澳經濟復甦充滿信心，而一眾的團隊成員亦秉持著堅定不移的信念，為迎接日後世界各地的到訪旅客作好準備。

金沙中國積極推行母公司設立的「金沙關懷」企業公民計劃。我們十分感謝團隊成員及金沙中國關懷大使為回饋社區所作出的貢獻；同時感謝全體 25,000 名團隊成員展現「因您而用心」的服務文化，與公司同心同行，尤其於新冠疫情期間，時刻為守護自身及維護其他團隊成員及賓客的安全及健康出力。

公司期望透過此年度刊物與大家回顧過去一年的企業社會責任成果，並抱持樂觀的心情展望未來，攜手共進。

金沙中國有限公司總裁

王英偉博士

President's Message

As a company rooted in Macao for nearly 20 years, giving back to our local community is not only a matter of corporate social responsibility, but a matter of pride in our city.

As we passed through another year of navigating a pandemic world in 2021, we again take a moment now to reflect on and review the successes of our Sands Cares initiatives in Macao as we maintain our focus on our six corporate social responsibility pillars: talent development, economic diversification, local procurement, community engagement, sustainable operations, and responsible gaming.

Among our efforts in 2021, we continued to fully support the Macao SAR government's pandemic response efforts, providing The Venetian Macao as a site for community-wide mandatory COVID testing and Sheraton Grand Macao at The Londoner Macao as a medical observation hotel.

We also continued our long-standing drive to contribute to the diversification of Macao's economy and tourism industry, supporting and initiating arts, cultural and sporting events, and unveiling The Londoner Macao as a new landmark attraction.

We maintained our support of local SME suppliers, whom we view as our strategic partners in serving our customers, and we strengthened our company's environmental sustainability measures, which has helped us continue to decrease our carbon footprint.

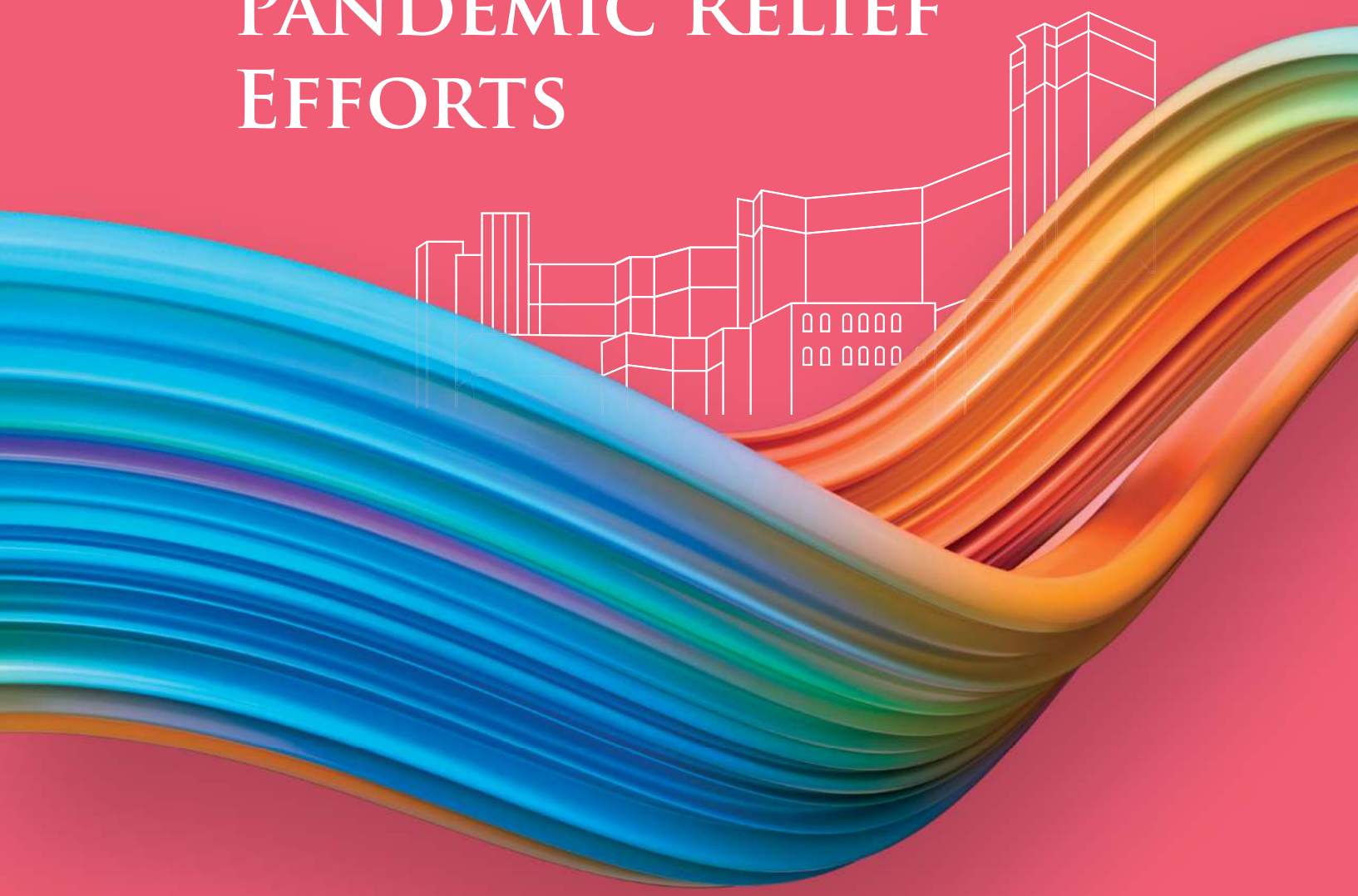
As always, our confidence in Macao's economic recovery is unshaken, and our integrated resorts and the Team Members who bring them to life each day stand ready as ever to welcome back visitors from around the world.
Our dedicated group of Team Member volunteers, the Sands Cares Ambassadors, continue to serve the Macao community through the Sands Cares programme, and we are ever grateful for their efforts. Our praise extends to our entire team of 25,000 Team Members as well, as they continue to practice Sands China's "Because We Care" and "Walking Together" company culture, including by being proactive and responsible to safeguarding their own, their fellow Team Members', and our guests' safety and wellbeing during the pandemic.

So please join me in looking back at a year of Sands China's corporate social responsibility efforts and achievements with this annual publication, and let us look forward with optimism to the year ahead.

Dr. Wilfred Wong
President
Sands China Ltd.

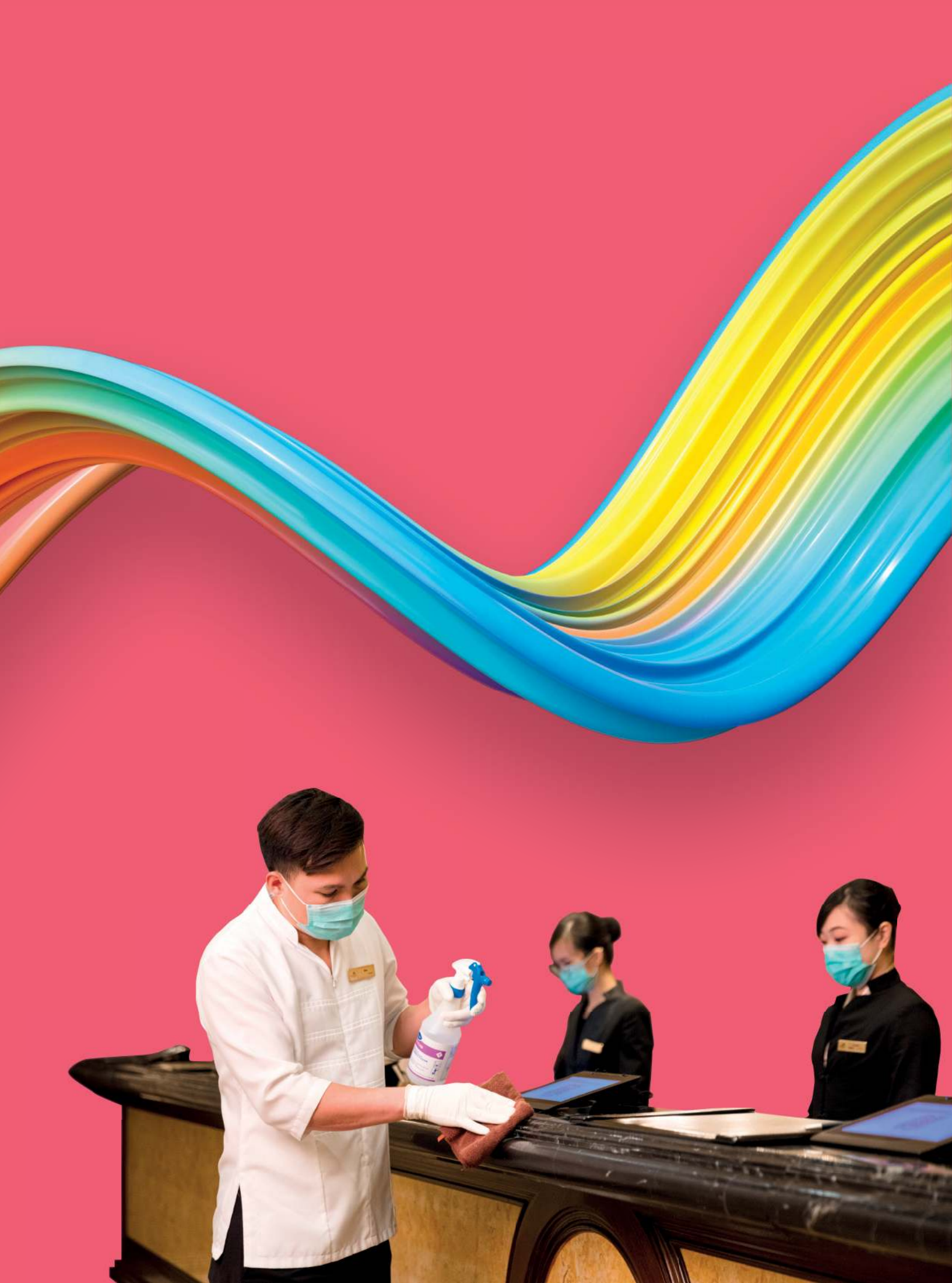
同心抗疫

Pandemic Relief Efforts



嚴守防疫陣線　共創復甦之路

Standing Against the Pandemic and Pursuing Recovery Together



嚴守防疫陣線　共創復甦之路

Standing Against the Pandemic and Pursuing Recovery Together

新冠疫情肆虐全球超過兩年，全澳上下一心應對重重挑戰。2021 年澳門先後數度出現輸入個案和相關本地感染個案，加上鄰近地區如香港及內地疫情持續反覆，金沙中國作為負責任的企業，一直積極配合和嚴格遵守澳門特區政府多項防疫措施，包括提供喜來登大酒店作為醫學觀察酒店、在抗疫的關鍵時刻全力支援特區政府開展全民核檢計劃，以及鼓勵員工及其家人自願接種疫苗等，更響應特區政府的中小企疫情支援措施推出「2021 中小微企特快付款計劃」，以實際行動與全澳市民共克時艱，齊心守護澳門健康安全宜遊的城市形象，為疫後重新出發作充足準備。

With the COVID-19 pandemic wreaking havoc across the globe over the past two years, Macao society has come together to deal with a range of challenges. In 2021, Macao recorded several outbreaks of imported and related cases and the pandemic remained unstable in adjacent regions, such as in Hong Kong and mainland China. As a responsible enterprise, Sands China has been actively cooperating with, and strictly following, the pandemic prevention measures of the Macao SAR government, including offering the Sheraton Grand Macao as a medical observation hotel, fully supporting the SAR government in conducting the community-wide Nucleic Acid Test Program during the critical period of pandemic prevention, and encouraging team members and their families to get vaccinated. We also launched the 2021 Expedited Payment Program for Local SMEs in support of the SAR government's measures to assist SMEs amid the pandemic. Through these concrete actions, Sands China seeks to overcome these times of difficulty together with all members of Macao society, safeguard the image of Macao as a safe and healthy city for travelers to visit, and prepare the city for a restart once the pandemic subsides.

配合作為醫觀酒店
Offering Sheraton Hotel for Medical Observation



為配合特區政府防疫工作，截至 2021 年 12 月底金沙中國先後七次提供喜來登大酒店作醫學觀察用途，其中於疫情高峰期共提供 4,000 間客房，以緩解預期的緊張需求，積極承擔企業社會責任，共同為防疫工作貢獻力量。公司承諾將繼續全力配合政府致力減低病毒在社區傳播的風險。

In support of the government's anti-pandemic efforts, Sands China provided a total of 4,000 rooms at the Sheraton Grand Macao at the peak of the "medical observation hotel" initiative. As of December 2021, Sands China has utilized the Sheraton Grand Macao as a medical observation hotel seven times to ease the urgent demand, proactively shouldering corporate social responsibility and jointly contributing to local pandemic prevention. The company pledges to continue supporting the government in minimizing the risk of virus transmission in the community.

▶ 有趣數據 Fun Facts (03/2020 – 12/2021)

8,090
客房內用餐訂單數量
Number of in-room dining orders

501,870
為客人提供正餐數量
Meals served to our guests

470,210 公升 /L
水
Water

26,000 公斤 /kg
食用蔬菜
Vegetables

32,000 公斤 /kg
水果
Fruit

133,330
雞蛋
Eggs

16,660 公斤 /kg
白米
Rice

16,031
接待賓客數量
Guests we welcomed

177,603
入住總房晚
Total room nights

全力支援三輪全民核酸檢測
Fully Supporting Three Rounds of Community-wide NAT Program

2021 年 8 月初，澳門出現新一輪新冠肺炎確診個案，當局隨即推出一系列疫情防控措施，包括宣佈進入即時預防狀態，三天內完成全民核酸檢測。在國家的支持以及中聯辦的協調下，廣東省組織超過 300 名專業醫療人員，馳援澳門全民核檢工作，期間金沙中國全力為檢測團隊提供全面接待安排，離澳時亦舉行歡送會，並送上心意禮包，答謝他們連日來的辛勤付出。



In early August of 2021, Macao saw a new wave of COVID-19 cases and the government immediately launched a range of pandemic prevention and control measures, including declaring a state of immediate prevention and a city-wide nucleic acid test (NAT) to be completed within three days. With the support of the central government and in coordination with the Liaison Office of the Central People's Government in Macao, Guangdong province organized a team of more than 300 health professionals to assist Macao with its mass NAT program. During this period, Sands China provided comprehensive service and accommodation arrangements for the medical team and held a farewell ceremony upon their departure from Macao, where gift bags were given as a token of appreciation for their hard work.





歡送會約一百人出席，當中包括澳門特別行政區政府社會文化司司長歐陽瑜、中央人民政府駐澳門特別行政區聯絡辦公室副主任嚴植嬋、廣東省醫療隊代表、珠海市衛生健康局副局長柴宏亮、中央人民政府駐澳門特別行政區聯絡辦公室辦公廳主任宋立洪、中央人民政府駐澳門特別行政區聯絡辦公室宣傳文化部部長萬速成、澳門特別行政區政府衛生局局長羅奕龍及金沙中國有限公司總裁王英偉博士等。

Around 100 guests attended the ceremony, including Ao Ieong U, Secretary for Social Affairs and Culture of the Macao SAR; Yan Zhichan, Deputy Director of the Liaison Office of the Central People's Government in the Macao SAR; representatives of the Guangdong medical team; Chai Hongliang, Deputy Director of the Health Bureau of Zhuhai; Song Li Hong, Director of the General Office of the Liaison Office of the Central People's Government in the Macao SAR; Wan Su Cheng, Director General of the Department of Publicity and Culture of the Liaison Office of the Central People's Government in the Macao SAR; Alvis Lo Iek Long, Director of the Health Bureau of the Macao SAR; and Dr. Wilfred Wong, President of Sands China Ltd.

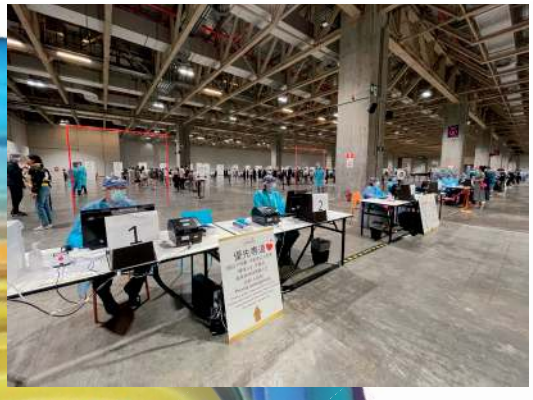


2021 年 9 月底和 10 月初，本澳先後出現新一輪疫情，為支持及配合澳門特區政府開展的第二及第三次全民核酸檢測計劃，金沙中國義不容辭地分別在 9 月 25 日及 10 月 4 日提供澳門威尼斯人金光會展 A、B 及 C 館作為檢測場地，全天候 24 小時為市民提供核酸檢測，期間免費開放金光會展 D 及 E 館、澳門威尼斯人、澳門巴黎人及澳門倫敦人客用停車場予公眾停泊，讓該核檢站得以運作暢順。

In late September and early October of 2021, Macao saw a new wave of pandemic outbreaks. Due to a strong sense of responsibility to support the second and third rounds of the community-wide NAT program launched by the SAR government, Sands China offered Cotai Expo Halls A, B and C as a 24-hour testing station on September 25 and October 4. Free parking was provided at Cotai Expo Halls D and E, as well as at the guest carparks of The Venetian Macao, The Parisian Macao and The Londoner Macao, to help ensure smooth operations at the station.











金沙中國各部門員工及金沙中國關懷大使分成小隊輪班，超過 2,400 人次全天候於金光會展的核檢站為兩次檢測提供即時支援；期間他們更支援塔石體育館核檢站的工作，並照顧及支援長者、孕婦、殘疾人士及幼童等需要特別協助的人士。

At the testing station, over 2,400 Sands China team members, including Sands Cares Ambassadors, took shifts around the clock to offer 24-hour onsite assistance during the two rounds of the NAT program. They also volunteered to assist with the operation of the testing station at the Tap Seac Multisport Pavilion and offered support to those in need of special assistance, including seniors, pregnant woman, people with disabilities and those with children and infants.



澳門威尼斯人核檢站於高峰時段提供 28 個採樣點運作，現場設有 4 條愛心專道，方便有需要人士；兩次檢測共為約 65,000 人採樣。

At peak hours, there were 28 testing booths in operation at The Venetian Macao's station, including four dedicated lanes for those in need of special assistance. Around 65,000 tests were conducted at Cotai Expo during the two rounds of the program.





同心合力共建免疫屏障
Working Together to Achieve Herd Immunity

抗疫路上，金沙中國與社會各界並肩作戰。為積極鼓勵員工及其家人自願接種新冠疫苗，公司與澳門衛生局分別於 5 月 27 日及 6 月 30 日合辦「新冠疫苗：終結疫情之路」講座，邀請了澳門仁伯爵綜合醫院醫務主任戴華浩醫生親臨澳門威尼斯人，為員工深入講解新冠疫苗的相關資訊，增進認識並釋除他們對疫苗安全性的疑慮；兩場講座合共超過 600 名員工參與。

Sands China has always worked side-by-side with all sectors of society in the battle against the pandemic. To encourage team members and their families to get vaccinated against COVID-19, the company joined hands with the Health Bureau to hold two seminars entitled "COVID-19 Vaccine: Path to End the Pandemic" on May 27 and June 30, inviting Dr. Tai Wa Hou, Clinical Director of the Conde S. Januário Hospital, to The Venetian Macao to give team members an in-depth introduction to COVID-19 vaccines to deepen their knowledge and allay their concerns over vaccination safety. The two seminars attracted participation from over 600 team members.



另外，金沙中國先後四次在金光會展設立「金沙中國之新冠疫苗外展接種服務專場」，助力澳門構建免疫屏障，務求令市民生活及各界運作盡快回復正常，截至 2021 年底，金沙中國員工整體疫苗接種率已達到 94%。

Moreover, Sands China also held four group vaccination sessions at Cotai Expo, hoping to assist Macao in achieving herd immunity so that the community and all sectors of society are able to return to normal as soon as possible. As of the end of 2021, the overall vaccination rate of Sands China team members reached 94%.



除了舉辦講解會，公司還於所有物業後勤員工區域進行超過 50 次路演、播放澳門衛生局接種疫苗宣傳短片以及公司製作的管理層和已接種疫苗同事之宣傳影片、張貼宣傳海報，提供預約二維碼方便員工隨時隨地預約於本澳接種疫苗。

In addition to seminars, Sands China's vaccination efforts have also included hosting more than 50 roadshows, showing promotional clips produced by the Health Bureau and those by the company featuring vaccinated management and colleagues, and displaying promotional posters at our properties' back-of-house areas. QR codes are also provided for team members to register for vaccination in Macao anytime, anywhere.





推出「2021 中小微企特快付款計劃」
Launching "2021 Expedited Payment Program for Local SMEs"

新冠疫情席捲全球，對經濟造成嚴重影響，本澳企業亦不能倖免。金沙中國本著以大帶小的營商精神，主動透過電話研調了解合作夥伴的所需及困難，並得悉當中不少中小微企面臨現金流壓力。

綜合考量下，金沙中國繼於 2017 年颱風「天鴿」後再度推出「中小微企特快付款計劃」。在 2021 年 11 月 1 日至 2022 年 1 月 31 日計劃期間，所有與金沙中國合作的中小微企供應商可透過申請「2021 中小微企特快付款計劃」，將付款賬期從原來的 30 天縮減至 7 天。預計涉及特快付款的金額達澳門幣 3.5 億元，希望減緩合作夥伴的營運資金壓力，致力支援本澳中小微企穩健發展。

The COVID-19 pandemic caused economic shockwaves across the globe, and local SMEs are no exception. Upholding the business philosophy of supporting the growth of local SMEs, Sands China proactively contacted all its SME partners by phone to understand their difficulties and needs and learned that quite a few of them were suffering cash flow pressures.

In response, Sands China once again launched the "Expedited Payment Program for Local SMEs," which it had first launched following the aftermath of Typhoon Hato back in 2017, and reintroduced as a pandemic relief effort. Between November 1, 2021 and January 31, 2022, Sands China's SME partners could apply through the program to have their payment terms shortened from 30 days to 7 days. The program is expected to involve up to MOP 350 million. Through this program, we hope to ease our partners' cash flow pressures and assist the stable and healthy development of local SMEs.



人才發展

Talent Development





掌握現況善用契機　創新培育旅業專才

SEIZING CURRENT OPPORTUNITIES AND INNOVATIVELY CULTIVATING TOURISM TALENT

掌握現況善用契機　創新培育旅業專才

SEIZING CURRENT OPPORTUNITIES AND INNOVATIVELY CULTIVATING TOURISM TALENT



作為澳門最大規模的私營僱主及綜合旅遊休閒企業，金沙中國植根澳門近二十載，擁有約 25,000 名員工，佔同業總員工人數近三成，多年來為本澳旅遊業創造大量多元化的就業機會，致力推動本地就業，以支持澳門特區政府實現多元化的願景。

金沙中國同時秉持「多元、用心、同行」的僱主品牌理念，積極開拓員工事業發展前景，鼓勵自發性學習，與員工共同成長，與社會並肩同行。

Sands China is the largest private employer and integrated resort operator in Macao and has been rooted in the city for nearly two decades. Boasting some 25,000 team members that account for almost 30% of the total employees of the industry, Sands China has created plenty of diverse job opportunities to uphold its commitment to secure local employment and support the SAR government in realizing the vision of diversification.

Adhering to the principles of "diversity, genuine care, and companionship," Sands China also helps team members explore career prospects and encourages them to seek self-improvement and hopes to grow with team members and move forward together with society.





另一方面，金沙中國作為負責任的企業公民，一直積極履行社會責任，運用自身資源培育大量旅遊休閒行業人才。公司憑著不斷變革人力資本策略，積極推行創新及具前瞻性的新舉措，並透過持續與本地及國際高等院校、政府部門及不同機構緊密合作，開展多元化、高質量和快速高效的培育項目。公司成功促進人員的橫向及向上流動，為澳門以至大灣區培養和儲備高水平、多元化的人才貢獻力量，從而協助澳門成為「世界旅遊休閒中心」及促進澳門經濟適度多元化。

Moreover, Sands China has been proactively performing its corporate social responsibility and has nurtured abundant talent in the tourism and leisure industry using its own resources. By constantly improving its human resource strategy, the company has rolled out innovative and visionary initiatives, and has launched diverse and efficient high-quality training programmes through closely collaborating with local and international institutions of higher education, government departments, and organizations. Our company has successfully promoted the horizontal and upward movement of team members and contributed to the cultivation of high-level and diverse talent for Macao and even the Greater Bay Area, thereby assisting Macao in establishing itself as a World Center of Tourism and Leisure and facilitating the city's moderate economic diversification.

同心攜手穩步發展　伴澳成長建業前行
PURSUING STABLE DEVELOPMENT TOGETHER WITH MACAO





自澳門金沙於 2004 年開業以來，不斷發展成為澳門最大的綜合度假村營運商，旗下的會議展覽、娛樂統籌、商場零售等多元化的非博彩業務，創造了超過 1,300 個新工種，為澳門居民提供了超過 85,000 個多元化的就業機會，亦為澳門旅遊休閒產業的快速發展作出積極的貢獻。金沙中國的非博彩業務員工由 2004 年約 1,700 人，大幅增長至 2021 年近 14,000 人，佔現時全體員工總數的 55%。

Since the inauguration of Sands Macao in 2004, Sands China has been continuously developing and is now the largest integrated resort operator in Macao. Sands China's various non-gaming businesses, which include MICE, entertainment and retail, have created over 1,300 new jobs and provided over 85,000 diverse job opportunities for Macao residents while also contributing to the rapid development of Macao's tourism and leisure industry. At Sands China, the number of team members engaged in non-gaming positions increased dramatically from around 1,700 in 2004 to nearly 14,000 in 2021, accounting for 55% of the current total number of team members.

截至 2021 年底，共 9,900 名員工已服務公司 10 年或以上。展望 2022 年底，公司預計將有逾 13,000 名員工服務公司 10 年或以上，佔總員工人數 51%，當中超過 6,800 名員工服務公司 15 年或以上，體現了員工對公司的忠誠度，而員工對公司穩定的發展前景亦充滿信心。與此同時，公司亦積極聘用及重點培育年青人，期望透過新一代的新思維為團隊注入更多活力及創新元素；截至 2021 年年底，逾 9,600 名員工為千禧世代或 Z 世代，佔全體員工 41%，為公司第二大員工組別。

As of the end of 2021, 9,900 team members had already been working for the company for 10 years or more. It is predicted that by the end of 2022, there will be 13,000 team members who will have been serving the company for 10 years or more, who account for 51% of the total staff, and over 6,800 team members will have been working with the company for 15 years or more. These numbers demonstrate the loyalty of our team members and their confidence in Sands China's stable developmental prospects. Our company has also employed and placed a special focus on cultivating young people, hoping to inject more vitality and innovation into the team with new youthful ideas. As of the end of 2021, over 9,600 team members are Millennials or Generation Z, who represent 41% of the total and are the company's second largest demographic.



9,900 名員工
服務公司 10 年或以上

9,900 team members have served the company for 10 years or more

超過 Over **36%**

當中 **3,700** 名員工服務公司 **15** 年或以上

In which **3,700** team members have served the company for over **15** years

一直致力保障澳門居民的就業機會，公司近八成的員工為本澳居民。疫情持續導致業務量大幅下降，公司轉危為機，加大力度提升個人競爭力，為員工開拓多元及更長遠的發展空間，尤其是提供更多的橫向發展機會。累積至今：

逾 Over **21,400** 次工作晉升 job promotion opportunities

82% 為本地員工 of team members are local residents



Sands China has always been committed to securing job opportunities for Macao residents and nearly 80% of our team members are local residents. Despite the plunge in business volume due to the pandemic, our company has turned adversity into opportunity and intensified efforts to enhance team members' competitiveness, helping them explore diverse spaces for more long-term growth, and has provided them with more horizontal development opportunities. To date, we have provided:

7,100 次橫向發展 horizontal development opportunities

- **2,300** 人次　由員工提出成功轉職 job transfers requested by team members
- **2,400** 人次　因應個人發展需要由公司安排成功轉職 job transfers arranged by the company based on personal development needs
- **2,400** 名員工獲得橫向職場體驗機會，通過在職培訓獲得額外技能 team members obtained horizontal occupational experience opportunities and gained extra skills through on-the-job training

而透過提供多元化的向上流動及橫向發展機會，員工獲得更廣闊的就業空間及更多晉升機會。澳門居民獲提拔至中層及高級管理層職位的百分比持續增長，由 2004 年的 20% 大幅上升至 2021 年的 91%，當中 67% 為非博彩業務員工。

Through providing a variety of upward and horizontal development opportunities, our team members have seen broader employment and promotion opportunities. The proportion of Macao residents promoted to middle and senior management has continued to surge from 20% in 2004 to 91% in 2021, and 67% of them are team members in non-gaming departments.



本地管理層比例大幅上升

Significant growth in local management

扶持人才多元發展　提升個人競爭能力
SUPPORTING DIVERSE DEVELOPMENT OF TALENT AND ENHANCING INDIVIDUAL COMPETITIVENESS

金沙中國一直視培育人才為其核心價值，致力為員工開展多元化的培訓項目，包括與本澳及國際頂尖教育機構合作推出多個人才培育計劃，為本地業界儲備專業人才。



2021 年，公司本著「多元、用心、同行」的理念首次打造員工專屬的創新學習體驗日—「金沙中國員工日」，以寓教於樂的方式，包括透過趣味遊戲、模擬實際場景、專題講座等為員工進行年度合規培訓，亦與本澳 20 多間教育機構及學院合作，以展覽方式向員工介紹各種自我增值課程，啟發自我導向學習，提升個人競爭力及職場自信心。活動同時向員工提供照顧家庭的實用資訊，藉此營造一個有溫度的職場，提升員工的幸福感，與員工共同成長。



Deeming talent cultivation as its core value, Sands China is always committed to launching an array of training programmes for team members, including a number of talent development programmes in collaboration with local and international leading education institutions, in an effort to groom professional talent for local industries.

Adhering to the principles of "diversity, genuine care, and companionship," Sands China launched an innovative learning experience "Sands China Employee Day," in 2021, providing team members with annual compliance training through fun activities that included games, scenario simulations, and thematic lectures. Our company has also joined hands with over 20 local educational institutes and colleges to introduce team members to various self-enhancement courses through exhibitions, in a bid to inspire them to seek self-improvement and enhance individual competitiveness and confidence in their job. The activities have also provided useful information about family care, hoping to heighten the happiness of team members by fostering a warm workplace and growing together with them.

此外，公司亦鼓勵員工終身學習，並從多方面以實際行動支持他們持續進修，包括推行教育支援政策，提供每人每年最高澳門幣八千元的資助，引領員工不斷成長。

Moreover, our company also encourages team members to pursue lifelong learning and supports their continuing education with concrete actions from multiple aspects, including launching an education support initiative which offers a maximum subsidy of MOP 8,000 to each team member to facilitate their continuous growth.

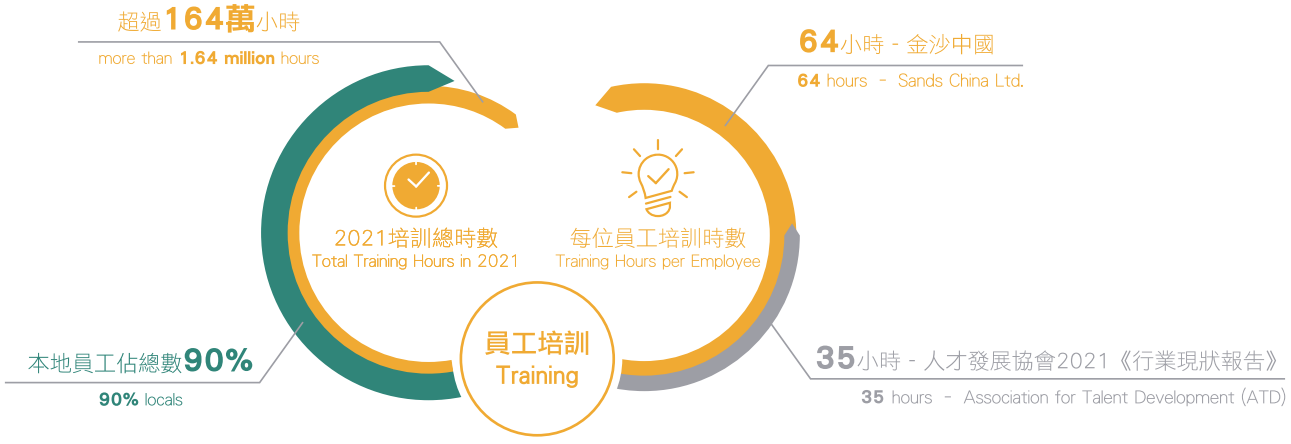


培訓時數超國際水平

Training Hours Exceed International Standards

在 2021 年，金沙中國向員工提供逾 164 萬小時的帶薪培訓，而每位員工平均受訓時數為 64 小時，持續高於人力發展協會（ATD）訂立的 35 小時標準。公司亦於疫情期間推出多個嶄新的智慧學習平台及線上互動教學，助員工隨時隨地增值，加強各項技能培訓，提升工作競爭力以至服務水平。

In 2021, Sands China delivered more than 1.64 million on-the-job training hours to team members. On average, each team member received 64 hours of training and the figure has continued to exceed the standard of 35 hours set by the Association for Talent Development (ATD). Our company has also launched a number of innovative smart learning platforms and online interactive learning programmes during the pandemic, which facilitates team members to upgrade themselves and further train their skills anytime and anywhere, elevating their competitiveness and service standards.



推進業界交流　拓闊員工視野

Promoting Industrial Exchange and Broadening Team Members' Horizons

金沙中國持續支持員工參加各項職業技能比賽，提升他們在業界的服務水平及職業素養，包括 MORS 金襟針比賽、澳門綜合旅遊休閒企業職業技能競賽等，至今超過 810 人次曾代表公司參與業界舉辦的職業技能比賽，當中更有多名員工榮膺多項全國性賽事冠軍殊榮，包括：



Sands China has been continuously supporting team members' participation in various vocational skills competitions, including the Macao Occupational Skills Recognition System (MORS) Gold Pin Competition and the Macao Integrated Tourism and Leisure Enterprises Vocational Skills Competition, with a view to elevate their service standards and professionalism in the industry. To date, more than 810 team members have represented the company by participating in occupational skill competitions held by the industry, and some have even won championships in national competitions, including:

- 餐飲部龍子聰在「第八屆可可百利世界巧克力大師賽」贏得中國區選拔賽第一名，更會於 2022 年代表中國前往法國出戰世界總決賽。

Jacky Lung from the Food & Beverage department won the championship in the 8th Cacao Barry World Chocolate Masters - Greater China selection and will compete in the world final in France in 2022 on behalf of China.





餐飲部任君於「茗星茶藝師第八屆全國評選大賽」中奪得中國年度總冠軍。

Sisera Ren from the Food & Beverage department won the championship in the 8th Ming Xing Tea Specialists National Final Competition.



2021 澳門綜合旅遊休閒企業職業技能競賽

2021 Macao Integrated Tourism and Leisure Enterprise Vocational Skills Competition





增強職業自信　鼓勵自發學習

Heightening Professional Confidence and Encouraging Self-Learning

「澳門倫敦人知識大使」

Be a Londoner Guide

由金沙城中心翻新、擴建及重塑的項目澳門倫敦人於 2021 年初開幕，金沙中國為啟發員工自發性學習有關這座物業的專業知識，推出「澳門倫敦人知識大使」計劃，透過自學、考證及定期考核獲得不同級別的大使襟章，成為專業的「澳門倫敦人知識大使」，為客人帶來澳門倫敦人個性化服務，並透過這個身份展現對工作自信及專業的一面。

The Londoner Macao, which was revamped, expanded, and remodeled based on the Sands Cotai Central integrated resort, was inaugurated in early 2021. In order to encourage team members to learn professional knowledge about this property, Sands China launched the Be a Londoner Guide programme where team members obtain ambassador pins for different stages through self-study, research, and regular assessment. By virtue of this, they can then become a professional Londoner Guide to provide guests with personalized services, showcasing their confidence and professionalism at work.





不同級別的大使襟章以激勵及嘉許員工：

Ambassador pins for different levels are awarded to team members as a token of encouragement and commendation:



銀章
Silver pin

全面掌握澳門倫敦人專業知識

Demonstrates an overall grasp of professional knowledge about The Londoner Macao



玫瑰金章
Rose gold pin

員工自發性以個人化的方式將澳門倫敦人信息廣泛傳播給賓客，包括自行製作微視頻、簡報及創意作品等。

Proactively publicizes information about The Londoner Macao to visitors through personalized methods, including self-made micro videos, presentations, and creative works



鑽石章
Diamond pin

員工以專業導遊的方式向賓客推廣澳門倫敦人，從而吸引客源，提升公司績效。

Introduces The Londoner Macao to visitors as a professional tour guide to help our company attract visitors and improve business performance

攜手教育機構育才　增廣本地青年出路
NURTURING TALENT WITH EDUCATIONAL INSTITUTIONS AND EXPANDING CAREER OPTIONS FOR LOCAL YOUTH

金沙中國與高等院校、政府部門及教育機構緊密合作，結合跨業務、多領域的人才培育方針，推出多項青才培育舉措，為團隊注入更多活力及創新元素，同時針對各個重要發展階段，致力培育具備國際視野及多元技能的綜合度假村管理人才，以實質舉措支持特區政府「人才建澳」的政策理念。

In close collaboration with tertiary institutions, government departments, and other educational institutions, Sands China has launched a number of initiatives to foster young talent with a cross-business and interdisciplinary approach, hoping to inject more vitality and innovation into our team. With programmes that target different key developmental stages, Sands China is also committed to cultivating integrated resort management professionals with an international vision and diverse skillsets, supporting the SAR government's policy of Building Macao through Talent Training with concrete actions.

全面綜合在職專業培訓 — 職涯體驗培育計劃

Comprehensive On-the-Job Professional Training — Career Experience Opportunities Programme

讓本澳大學生有機會在就讀期間善用上課以外的休閒時間，接受系統及全面的綜合在職專業培訓。學員可從酒店管理、餐飲管理及烹飪管理中選擇在職培訓項目，培養有助個人及職業發展的技能和知識。計劃期間累計的培訓時數及工作表現，可令學員於畢業時優先獲聘擔任實習主任一職，至今共吸引近 160 名大學生參加。

This programme provides local university students with an opportunity to receive systematic and comprehensive on-the-job training during their spare time after study. Participants can choose between hotel management, catering management, and culinary management for their on-the-job training, which helps them enhance skills and knowledge for personal and career development. Based on their training hours and performance during the programme, participants may be given preferential consideration for supervisory trainee positions. Nearly 160 university students in total have participated in this programme to date.



酒店營運部 — **林穎錡**
參與了「職涯體驗培育計劃」

Fanny Lam, Hotel Operations
Participant in the Career Experience Opportunities Programme

「除了工作知識，這項計劃也令我對酒店營運相關的範疇有更深入的了解，給予我明確的職涯發展目標，在畢業後踏上全職職場時快人一步，擁有更多發展機遇和空間。」

"In addition to learning occupational knowledge, this programme also helped me gain a further understanding of hotel operations and set a clear career development goal, so that I could get a head start and have more opportunities and room for development when joining the full-time workforce upon graduation."

助力青年特快晉升 — 特快主任 / 經理精英計劃

Expediting Career Promotions for Youth — Fast Track Supervisor/Managerial Programme

「特快主任 / 經理精英計劃」為優秀的本澳大學畢業生提供為期 4 至 18 個月、於公司非博彩部門接受密集式全職培訓。成功完成計劃的畢業生將直接獲晉升為綜合度假村營運部門主任或助理餐廳經理。計劃至今共 115 名青年人才參加，在旅遊休閒產業發展理想事業。

The Fast Track Supervisor/Managerial Programme provides outstanding local university graduates with intensive full-time training in our company's non-gaming departments for a period of 4-18 months. Graduates who successfully complete the programme will be directly promoted to a supervisor-level position in an integrated resort operations department or assistant manager position in a restaurant. 115 young people in total have joined this programme to date and have started developing their ideal careers in the tourism and leisure industry.



管家部 — **黎凱旋**

Sunnie Lai, Housekeeping

「被此計劃的『特快』吸引而參加。 計劃從身教開始到實戰，導師和同事給予我很多反饋，僅幾個月，我已有足夠的自信，並如預期般晉升成為主任。去年我更獲提拔為主管。」

"I was attracted to join the programme because of its 'fast track' promotion. From training to practice, I have received a lot of feedback from my mentor and colleagues. And just within a few months, I have built sufficient confidence and was promoted to supervisor as planned in the programme. Last year, I was promoted to head of our team."

全方位餐飲在職培訓 — 餐飲營運管理人才培育計劃

On-the-Job Catering Training — All-Round Food and Beverage Management Programme

「餐飲營運管理人才培育計劃」由金沙中國與澳門勞工事務局攜手合辦，學員在 12 至 24 個月的培訓期間有機會於星級餐廳進行在職培訓，更可考取國際知名餐飲學會頒發的認證及專業資格。完成培訓後，合資格學員有機會出任金沙中國旗下餐廳副經理職位。計劃共吸引 19 名青年參加，在不同類型餐廳實習，學習全方位餐廳營運操作。

The All-Round Food and Beverage Management Programme was launched by Sands China in cooperation with the Labour Affairs Bureau. During a 12-24 month training period, trainees have the opportunity to receive on-the-job training at select restaurants and to obtain certifications and qualifications issued by world-famous food and beverage associations. Upon completion of the training, qualified trainees may be promoted to assistant managers at a Sands China restaurant. A total of 19 young people have joined the programme to date, during which they took internships at different types of restaurants to learn all the different aspects of restaurant operations.



餐飲部 — **李家豪**
參與了「餐飲營運管理人才培育計劃」

Enrique Diaz Lao, Food & Beverage Participant in the All-Round Food and Beverage Management Programme

「從服務員學習，寓興趣於工作，收穫豐富。幾乎在所有澳門倫敦人的餐廳都實習過，更曾加入新餐廳的開業團隊。」

"Starting from a service attendant position, I have worked in my interested field and benefited a lot. I have done an internship at almost all the restaurants at The Londoner Macao, and even joined the opening team of a new restaurant."

勞工事務局
Direcção dos Serviços para os Assuntos Laborais
DSAL

促進員工職業多元發展 — 綜合度假村業務分析師培育計劃

Facilitating Diverse Professional Development — Integrated Resort Business Analyst Development Programme

金沙中國與澳門理工大學及澳門科技大學共同推出的項目，為全澳首創。課程為期十八個月，期間學員將在六個部門學習有關財務、審計、資訊科技、電子商務、策略分析、市場調查等知識，完成後可考取專業資格，成為高級分析師。有別於傳統分析師培育計劃，學員可以直接參與 COO（ 首席營運官）級別的項目，從數據分析協助企業作出決策。計劃共吸引 23 名青年參加。

Jointly launched by Sands China, the Macao Polytechnic University and the Macau University of Science and Technology in 2018, the Integrated Resort Business Analyst Development Programme is the first of its kind in Macao. Throughout the course of an 18-month period, trainees learn knowledge about finance, auditing, information technology, e-commerce, strategy analysis, and market survey across six departments, and can obtain professional certification and become a senior analyst upon completion. In contrast to normal analyst development programmes, this programme allows trainees to directly participate in projects at the chief operating officer level and assist in decision-making based on data analysis. A total of 23 young people have joined the programme to date.



資訊科技部 — **廖子晴**
參與了「綜合度假村業務分析師培育計劃」

Gigi Liu, Information Technology
Participant in the Integrated Resort Business Analyst Development Programme

「透過在三個不同部門實習，我掌握了財務、資訊科技及策略分析業務的實務經驗；更獲公司全數支持考取相關專業認證，在這個數據時代相當有幫助。」

"Through an internship in three different departments, I have gained practical experience in finance, information technology, and strategic analysis. I even received full funding from the company to obtain a professional certification, which is very useful in the digital age."

澳門理工大學
Universidade Politécnica de Macau
Macao Polytechnic University

澳門科技大學
UNIVERSIDADE DE CIÊNCIA E TECNOLOGIA DE MACAU
MACAU UNIVERSITY OF SCIENCE AND TECHNOLOGY

儲備澳門綜合高管　培養未來行業領袖
CULTIVATING MANAGEMENT PROFESSIONALS TO BECOME FUTURE INDUSTRY LEADERS OF MACAO

金沙中國一直致力培育多元人才，平均每年投放澳門幣兩億元於人才發展相關項目及培訓，同時積極培育具備綜合度假村概念的本澳管理人才。

為針對多變的市場環境，公司為中高管理層度身設計超過 150 項培訓及專案課程，包括自 2019 年推出的「綜合人才發展培訓項目」，旨在培育旅遊休閒業務的澳門高級管理層，並增強他們多方面的能力，包括領導力、創新思維能力及決策力，以拓展他們的國際視野。至今已有 110 名高管參與培訓。



金沙中國綜合人才發展培訓項目
Sands China Integrated Talent Development Programme

Sands China is committed to nurturing talent in diverse fields. Our company has been investing an average of MOP 200 million per year in talent development programmes and training, proactively cultivating local management professionals with knowledge of integrated resort operations.

In view of the ever-changing market, our company has tailor-made over 150 training programmes and projects for middle and senior management, including the Integrated Talent Development Programme. The programme has been running since 2019 in a bid to support local senior executives in the tourism and leisure industry and expand their international vision by enhancing their abilities, such as leadership, creative thinking, and decision making. A total of 110 senior executives have received this training to date.

此外，金沙中國亦舉辦了多場交流分享會，邀請資深業界專家學者為中高管理層員工解構國際營商環境的最新動向，掌握市場發展先機；同時多次舉辦走訪粵港澳大灣區活動，讓管理層員工深入認識國家發展，拓闊視野。

Moreover, Sands China has hosted a number of sharing sessions with invited industry professionals and scholars to analyse the latest trends in the international business environment, allowing middle and senior management to gain an early advantage in market development. Sands China has also organised a number of visits to the Guangdong-Hong Kong-Macao Greater Bay Area to expand management team members' horizons and give them a deeper understanding of national development.



► 林衛輝新書「吃的江湖」分享會

Lin Wei Hui's The Amazing Food New Book Sharing Session



► 澳門啤酒・澳門品牌・澳門故事

"Macau Beer Macau Brand – Macau Story" seminar



► 澳門經濟及博彩業分享會

"The Overview of Macao's Economy and Gaming Industry" seminar



► 澳門旅遊業概況及發展

"Macao Tourism Development Overview" seminar



► 走訪珠海橫琴深入認識灣區發展

Visit to Hengqin, Zhuhai to learn more about development of the Greater Bay Area

不斷鼓勵本地高管橫向發展，現職運輸管理及度假村營運行政總監梁綽立說：



「最初加入金沙中國時任職酒店營運禮賓部，後來參與了綜合度假村營運實習生計劃。實習期結束後，我便在豪華轎車服務部工作，除了應對日常工作，更有機會學習管理的策略思維，讓我後期能策劃及管理整個度假村的運輸業務，包括：豪華轎車服務、穿梭巴士服務、停車場服務及金光旅遊等，期間更獲公司甄選參加了當時的高管培育計劃 -『第二屆金沙中國綜合度假村國際策略領導才能培訓項目』，開闊了個人對行業趨勢及區域發展的視野，加強了策劃及創造解決方案的能力。現在我的管理範疇已延伸至度假村零售營運及康體部，進一步拓寬了綜合度假村多元業務範疇的經驗及管理能力。」

Sands China has always encouraged local senior executives to seek horizontal development. Ronald Leong, Executive Director of Transportation and Resort Operations, said:

"After joining Sands China, I originally worked in the Hotel Concierge department under hotel operations, and later enrolled in the Integrated Resort Internship Programme. After completing the internship, I started working in the Limousine Services department and was given the opportunity to learn about strategic management thinking in addition to handling daily tasks, which enabled me to plan and manage the transportation services for the entire resort, including limousines, shuttle buses, carparks, and Cotai Travel. During that period, I was chosen by the company to join the second group of senior management trainees in the Sands China International Strategic Leadership Programme for Integrated Resorts, which expanded my vision of industrial trends and regional development and enhanced my ability to plan and devise solutions. My scope of management has now been extended to the Retail Operations department and the Recreation department, which has further broadened my experience and capacity in managing the diverse business of integrated resorts."

提升個人職業素養　融入國家發展大局
ENHANCING TEAM MEMBERS' PROFESSIONALISM TO INTEGRATE INTO NATIONAL DEVELOPMENT

公司期望藉著舉辦多項認識國情系列活動，讓員工深化其對國家發展歷史的認識，融入國家發展大局，藉此推動澳門的繁榮穩定發展。

粵港澳大灣區發展規劃亦為澳門帶來前所未有的發展機遇，為此，金沙中國積極推動職業素養培訓，透過舉辦展覽及參觀活動、國情分享專題講座及電影觀賞會等，助員工增強職業自信、大局意識及核心競爭力，積極參與國家和澳門的發展與建設。

Sands China has organised an array of initiatives to enhance team members' understanding of the nation's affairs to give them a deeper understanding of the country's history and prepare them for integrating into national development to promote the prosperity and stability of Macao.

The Outline Development Plan for the Guangdong-Hong Kong-Macao Greater Bay Area has also created unprecedented opportunities for Macao's growth. Sands China has therefore proactively rolled out professionalism training and organised exhibition visits, field trips, national development lectures, and movie screenings in an effort to help team members raise their professional confidence, big-picture awareness and core competence, and prepare them to participate in the development of China and Macao.

勞、資、政合辦的職業素養培訓課程
Professionalism Training Programme Jointly Organised by Union, Employer and Government

金沙中國率先於 2016 年 7 月與澳門工會聯合總會及勞工事務局聯合舉辦了首個職業素養培訓課程，旨在提升本地員工的核心競爭力、抗壓力及加強員工對國家發展的大局觀。公司於 2017 年承諾在五年內為 7,500 名員工提供職業素養培訓，近年更將培訓課程延伸至非博彩部門，最終於 2020 年提前超額完成目標，成效遠超預期。

As early as in July 2016, Sands China ran the first professionalism training programme in Macao in collaboration with the Macao Federation of Trade Unions and the Labour Affairs Bureau with an aim to enhance local team members' core competence, stress resistance, and awareness of the nation's overall development. Having pledged in 2017 to provide professionalism training to 7,500 team members within five years, our company extended the training programme to team members in non-gaming departments in subsequent years and hit the target ahead of time in 2020, yielding results far better than expected.

其他職業素養活動
Other Professionalism Education Activities

公司自 2016 年起舉辦超過 30 場職業素養活動，內容涵蓋文化、教育、經濟、歷史、社會等範疇。

Since 2016, our company has organised over 30 professionalism education activities covering culture, education, economy, history, and society.

專題講座 Professional Seminars



金沙中國職業素養培訓系列 — 澳門民防知識

Professionalism Education for Sands China Team Members — "Civil Protection in Macao" seminar



金沙名家講壇 — 兩會精神及一國兩制在澳門之行穩致遠

Sands China Distinguished Speaker Forum Series — the Spirit of NPC and CPPCC and the Sustained Implementation of 'One Country, Two Systems' in Macao



金沙中國名家講壇系列 —「百年風雨歷程」

Sands China Distinguished Speaker Forum Series — The 100-Year Path to Glory



金沙中國名家論壇 —「風雨歷程 崢嶸歲月」

Sands China Distinguished Speaker Forum Series — Tremendous Years to Glory



金沙中國名家論壇 —「國事 家事 我們的事」

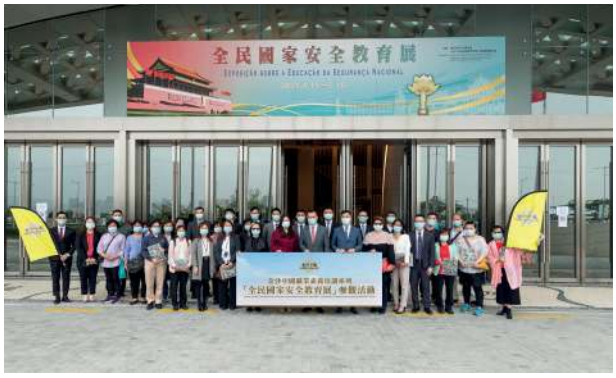
Sands China Distinguished Speaker Forum Series — A Deeper Understanding of the Development of China and the Future of Macao

展覽、參觀活動及電影觀賞

Exhibition Visits, Field Trips and Movie Screenings

為增強員工對國家的認知與認同，公司舉辦多項認識國情系列活動，包括「為新中國奮鬥宋慶齡事跡圖片展」、「慶祝中國共產黨成立 100 周年大型主題圖片展」及《1921》電影觀賞會等，並連續三年組織員工參觀「全民國家安全教育展」，藉此讓他們了解祖國及澳門在維護國家安全方面的重要性。

Our company has organised an array of activities to reinforce team members' understanding of China and their sense of national pride, including visits to The Struggle for New China — The Exhibition of Soong Ching Ling, the photo exhibition celebrating the 100th anniversary of the founding of the Communist Party of China, and a screening of the movie 1921. Our company has also arranged visits to the National Security Education Exhibition for three consecutive years for team members to learn more about the nation and the importance of Macao in upholding national security.



▶ 全民國家安全教育展

National Security Education Exhibition



▶ 為新中國奮鬥 宋慶齡事跡圖片展

The Struggle for New China — The Exhibition of Soong Ching Ling



▶ 慶祝中國共產黨成立 100 周年大型主題圖片展

Photo exhibition celebrating the 100th anniversary of the founding of the Communist Party of China



▶ 《1921》電影觀賞會

Screening of the Movie 1921

營造具有溫度職場　健康幸福家職共融

CREATING A WARM WORKPLACE FOR TEAM MEMBERS' WELLBEING AND WORK-LIFE BALANCE

金沙中國一直注重員工的健康及福祉，提倡工作與生活平衡，促進和諧家庭關係，並堅守「用心服務、以人為本」的宗旨，用心推出各項舉措，包括設立健康營地、推動親職教育、保障銀髮員工安享晚年等，致力營造具有溫度的職場環境，提升員工幸福感。

With a constant emphasis on team members' health and wellbeing, Sands China advocates maintaining a work-life balance, promotes family harmony, and has rolled out various initiatives while adhering to the philosophy of "placing people at the heart of its strategy." Through these initiatives, such as setting up a Health Corner, facilitating parenting education, and safeguarding the post-career benefits of elderly team members, our company seeks to create a warm workplace that enhances team members' happiness.



推行健康指標　加強員工自我健康管理

Using Health Indicators to Help Reinforce Self-Health Management

於後勤區設立「健康營地」，讓員工自行檢測身體質量指數 (BMI) 及血壓等健康指標，認識自己的身體狀況並注意飲食，保持健康的體魄。此外，為加強員工對健康飲食的認知， 公司於員工餐廳推出「飲食紅黃綠」活動，分別為不同的菜餚及飲料貼上紅、黃、綠的標籤，以便員工識別「多吃」及「少吃」的食物，進一步助力員工自我管理，食得健康。

Sands China created a Health Corner at the back-of-house area, where team members can check their own health indicators, including body mass index (BMI) and blood pressure, and learn about their health status so as to pay attention to their diet and maintain a healthy body. Additionally, to increase team members' knowledge of a healthy diet, our company launched the Red Yellow Green Fun Diet campaign at the team member restaurants in all properties, applying red, yellow, and green labels to different dishes and drinks to help team members distinguish between "Eat More" and "Eat Less" foods, manage their eating habits, and develop a healthy diet.







「非常感謝公司提供這個健康營地給我們，畢竟我們年紀都不小，定期檢測血壓和監測自己的 BMI 是必要的事。我現在知道自己的 BMI 比正常超出了少許，我會開始調節一下自己的日常飲食，希望可以更加健康。」

"Many thanks to the company for creating the Health Corner for us. After all, we are not getting any younger and it is necessary to check our blood pressure and monitor our BMI regularly. Now that I know that my BMI is slightly above the normal range, I will start adjusting my daily diet and hope I can lead a healthier life."

員工高世英

Team member Kou Sai Ieng

用心關注在職女性 營造平等幸福職場

Building an Equitable and Happy Workplace with Love and Care for Female Employees

金沙中國多年來積極提倡及保障女性權益，於 2018 年 7 月頒佈了防止歧視及性騷擾政策，是澳門首間頒佈相關政策的企業，並為員工提供了相關的培訓，營造性別尊重和平等的工作環境，大大增加員工的工作安全感。公司現時有超過 12,000 名女性員工，佔總員工人數高達 53%；截至 2021 年，擔任管理層的女性百分比佔全體員工超過四成；公司義工團隊的女性百分比更逾七成。金沙中國一直支持就業平等，並透過各項關注女性身心健康及推進親職教育的舉措，協助員工達至工作與家庭生活平衡，使她們能夠安心地工作。

Sands China has been actively advocating and safeguarding the rights and interest of female employees over the years. In July 2018, Sands China launched a policy for the prevention of sexual harassment and discrimination together with a company-wide training for all team members, in an effort to create a respectful workplace with gender equality. Our company was the first in Macao to take this initiative and it has greatly reassured team members at work. Sands China currently has over 12,000 female team members, who account for 53% of our entire staff. As of 2021, female management members accounted for over 40% of the entire management team and female volunteers represent over 70% of our company's volunteer team members. Sands China always supports equality in employment and has been helping female team members achieve a balance between work and family life through an array of initiatives that care for their physical and mental health and foster parenting education, thereby creating peace of mind when they are at work.





金沙中國於 3 月 8 日在員工後勤範圍舉辦遊戲活動，一同慶祝母親節；並於 3 月 21 日組織員工參與「2021 澳門婦女體育嘉年華」，培育運動習慣，強健體魄。

Sands China organised a team member activity in its heart-of-house area in celebration of Mother's Day on March 8. It also encouraged team members to make sports a habit by joining the Macao Women's Sports Festival 2021 on March 21.

推進帶薪親職教育　促進員工家庭和諧

Fostering On-the-Job Parenting Education to Promote Family Harmony

金沙中國與澳門特別行政區政府教育及青年發展局合作，全力推進親職教育，讓身為家長的員工發揮家庭教育的正面效能，藉此用心提升員工工作以外的幸福感。員工享有在上班時間內於公司物業帶薪學習親職教育並參與相關的獎勵計劃。此外，公司亦不斷舉辦多項親子活動，促進家庭和諧。

Sands China has been making a concerted effort to foster parenting education in collaboration with the Education and Youth Development Bureau (DSEDJ) of the Macao SAR Government in a bid to enable team members who are parents to develop the positive effects of family education and enhance their happiness outside the workplace. Team members can join our Parenting Education Programme at Sands China's properties during working hours and enjoy the related incentive programmes. Sands China has also organised various family-friendly activities to promote family harmony.



● 教青局主講第一場親職教育

The first parenting education seminar hosted by DSEDJ



● 龍鬚糖工作坊

Dragon's Beard Candy Workshop



● 親子烘焙班

Parent-Child Baking Workshop

「很欣慰公司關注我們雙職員工的需求，也明白我們這些家長與孩子的溝通和身教的重要性，並透過舉辦家長講座， 讓我們認識到如何先從提升自己的素養開始，再慢慢影響孩子，從而建立良好的親子關係 。」

"As working parents, we are really glad that our company pays attention to our needs and understands the importance for us to communicate with our children and teach them by example. Through the parenting lectures organised by our company, we learn about how to build a good relationship with our children by improving ourselves first and then gradually influencing our children."

員工方約霖

Team member Lidan Fong

為員工增添晚年保障　延伸職場幸福感

Providing Extra Post-Career Benefits to Prolong Happiness in Elderly Life

「樂活人生計劃」是一項自願性參與的計劃，旨在向即將步出職場、開展樂活人生的銀髮員工表達謝意。參加計劃之員工將永久享有與現職員工相同的公司折扣優惠；可參與公司定期舉辦適合銀髮族之悠閒興趣班及聚會、自由參加由公司安排或策劃的社區義務工作回饋社會；連續四年獲得免費年度身體健康檢查以及連續18個月獲得零用現金等，為他們的晚年增添保障。自計劃推出以來，逾817名員工報名參加。

The Golden Age Programme was launched by Sands China in 2020 to show appreciation for elderly team members who are ready to leave the workplace and begin their golden age. This programme provides participants with extra post-career benefits, where they can enjoy a variety of lifelong discounts and benefits on par with those of team members, join elderly-oriented leisure classes and gatherings regularly held by our company, have free access to community volunteer activities arranged or organised by our company, enjoy complimentary annual health check-ups for four consecutive years and receive an allowance in 18 monthly instalments. Some 817 team members have signed up for the programme since its launch.



「在公司工作十多年，建立了深厚的感情，步出職場後的確感到非常不捨。感謝公司推出這個貼心的計劃，讓我的退休生活增添了很多樂趣和保障！即使開展了人生的新篇章，金沙中國仍然是我眷戀的地方。」

"Having worked here for over a decade, I formed a deep connection to the company, and I missed my days here very much after leaving the workplace. Thanks to the company for launching this considerate programme to add a lot of fun and benefits to my retirement. Even though I have started a new chapter in my life, Sands China still occupies a place that is dear to my heart."

銀髮員工朱惠玲

Team Member Angela Chu

助澳培育專業人才　提升各行專業水平
NURTURING TALENT AND ELEVATING PROFESSIONAL STANDARDS OF VARIOUS SECTORS OF MACAO

金沙中國積極履行企業責任，針對澳門多個行業日漸增加的人才需求，進一步培育本地業界專業人才，提升各行業的專業水平，與國際水平接軌。

Sands China has been proactively performing its corporate social responsibility, further nurturing local talent, and elevating professional standards of various sectors to the international level based on the increasing demand for talent in many sectors of Macao.

金沙零售學院 Sands Retail Academy

金沙中國旗下約 850 家品牌商店是澳門旅遊購物體驗的重要組成，零售從業員的服務水平舉足輕重；因此在 2013 年首創獨一無二的 「金沙零售學院」，為各家商店的零售員工提供免費的培訓課程，協助提升澳門零售服務業的整體水平，並向零售從業員提供以下範疇的免費培訓課程：

Sands China's 850 retail shops are an essential part of the tourism and shopping experience in Macao, and the service quality of retail employees is of the utmost importance. Therefore, Sands China founded the Sands Retail Academy in 2013, the first and only one of its kind in the city, to offer complimentary training to shops' retail employees and help enhance the overall professional standards of the local retail service industry. The complimentary training offered to retail employees covers the following areas:



整體學員反饋 Overall Feedback from Trainees

「參加金沙零售學院的網上課程十分方便 — 無論你在哪裏，只要你有手機或者電腦就可以上堂。這個課程讓我們了解到金沙中國的服務理念，大家目標一致，就能以卓越的服務水平為金沙中國賓客打造全方位的購物體驗。」

"It is very convenient to join this programme online — you can attend the programme wherever you are, as long as you have a cell phone or laptop. This programme gives us an understanding of Sands China's service philosophy; when we have the same goal to achieve, we can create an all-round shopping experience together for Sands China's guests with excellent service."



金沙採購學院 Sands Procurement Academy

金沙中國與澳門中華總商會及澳門生產力科技轉移中心合辦全澳首創的「金沙採購學院」，是持續支持本地中小微企發展的其中一環，自 2017 年起為澳門中小企業開辦一系列針對性的免費實務培訓，協助優化服務質量和管理水平，並提供以下針對性範疇的免費實務培訓：

The Sands Procurement Academy, founded by Sands China in collaboration with the Macao Chamber of Commerce and the Macau Productivity and Technology Transfer Center is the first of its kind in Macao and part of Sands China's initiatives to support the growth of local SMEs. Since 2017, the academy has been running a series of targeted training courses for local SMEs free of charge to help enhance their service quality and management standards. The complimentary practical training covers the following areas:



整體學員反饋 Overall Feedback from Trainees

「金沙採購學院提供的課程是超出我們所期望的，從課程中我們學到關於高效企業營運、外判程序、倉庫管理等方面的知識，長遠能助我們有效地改善服務及優化產品。」

"The training provided by the Sands Procurement Academy is beyond our expectations. From the programme we have gained knowledge about many areas such as efficient corporate operations, outsourcing procedures, and warehouse management, which can help us improve our services and products effectively in the long term."

積極投放教育資源　推動澳門青年發展
DEVOTING EDUCATIONAL RESOURCES TO FOSTER LOCAL YOUTH DEVELOPMENT

金沙中國致力履行企業社會責任，積極運用自身資源推動本澳人才多元發展，期望透過與各大專院校及教育機構合作，推出具針對性的培育項目，為本澳青年提供多元的實戰機會，發掘內在潛能，助力他們規劃職涯路向，同時加強對澳門人才的培養和儲備，促進澳門經濟適度多元發展。

Sands China is devoted to fulfilling its corporate social responsibility and striving to foster the diversified development of local talent with its resources. By launching targeted training programmes in cooperation with higher education institutions and other educational entities, we hope to provide local youth with the opportunity to gain diverse practical experience and unlock their potential so as to make better career plans, and at the same time strengthen the cultivation of talent in Macao, increase the talent reserve, and facilitate the city's moderate economic diversification.

推動本地中學生　向旅遊休閒業發展
Encouraging Local Secondary Students to Enter Tourism and Leisure Industry



全澳首個於高中教育階段內新設的「舞台技術及活動製作課程」，由金沙中國與教青局轄下的中葡職業技術學校以「校企合作」方式，在澳門生產力暨科技轉移中心的支持下共同制訂課程計劃和專業能力考試等，以培養具備中等程度學歷的應用型技術青年人才。此外，金沙中國為課程提供專業人員支援、職業實習機會及當有職位空缺時擇優而取，助力構建澳門成為世界旅遊休閒中心以及促進本澳經濟適度多元。

The Stage Technology and Event Production Course jointly launched by Sands China and the Luso-Chinese Technical and Vocational Middle School under the Education and Youth Development Bureau through a school-corporate partnership, is the first-ever programme of its kind that is integrated into Macao's secondary education. The curricula and assessments are co-designed by our company and the Macau Productivity and Technology Transfer Center with the aim of developing skilled talent at the secondary school level. Moreover, Sands China provides technical support for professionals and internships as part of the course, as well as employment opportunities for outstanding students, striving to facilitate Macao's development into a World Centre of Tourism and Leisure and its moderate economic diversification.

助力本地大學生職涯探索

Assisting Local Tertiary Students in Exploring Career Options



透過「綜合度假村實習計劃」，助力近 890 名大學生在 32 個部門實習。更積極與各本澳及大灣區大專院校合作，定期舉辦「金沙中國職涯探索之旅」，透過員工的導賞分享，讓學生觀摩綜合度假村的業務範疇，從而了解相關職業前程。

To date,the Integrated Resort Internship Programme has enabled around 890 tertiary students to take internships in a total of 32 Sands China departments. Our company has actively collaborated with tertiary educational institutions both in Macao and in the Greater Bay Area to regularly host the Sands China Career Experience Tour, in which students visit our integrated resorts and gain knowledge of resort operations with the guidance and sharing of Sands China's team members, thereby learning more about career prospects in the industry.



娛樂統籌部服裝團隊 - 錢玉雪

參與了「綜合度假村實習計劃」

Silvia Chin, Wardrobe Team in the Entertainment Department

Participant in the Integrated Resort Internship Programme

「我在實習中參與了製作，讓自己提早感受步入職場的感覺，汲取一定的工作經驗。團隊更讓我在溝通及待人處事方面進步不少。」

"During the internship, I was engaged in the production process, which allowed me to experience being part of the workforce earlier and gain working experience. Working with the team also helped sharpen my communication and interpersonal skills."

提供大學生實戰機會

Providing Tertiary Students with Practical Experience



率先與澳門理工大學及澳門理工大學校友會合作的「藝術展才培訓計劃 x 金沙中國」給予藝術學生實踐機會，了解企業營運環境，加強校企合作，發揮校友的引導作用，進一步激發學生的藝術潛能和創意視野，培育多元實用型人才，長遠為澳門拓寬人才儲備。15 名大學生參加此計劃。

Pioneering the project Art Talent Development Showcase x Sands China in cooperation with the Macao Polytechnic University and the Macao Polytechnic University Alumni Association in 2021, Sands China aims at offering art students opportunities in the company to gain a better understanding of the corporate working environment, reinforcing the partnership, and leveraging alumni's role as mentors. It is expected to further unleash students' artistic potential, expand their creative vision, and cultivate more skilled and versatile talent for the city's talent pool in the long term. A total of 15 students have joined the programme to date.

協助青年提升個人競爭力

Helping Young People Enhance Competitiveness



連續兩年全力支持由勞工事務局舉辦的「職出前程實習計劃」，更為參加該計劃的 200 名應屆畢業生精心編制「升 LEVEL 計劃」，透過 12 門具針對性的培訓課程協助兩屆實習生進一步提升技能，邁向多元發展，協助他們裝備自己，為投身職場作好準備。

2021 年，這項計劃邀請了星級嘉賓就青年就業、職業生涯規劃、青年創業及大灣區青年發展等主題進行圓桌討論，讓學員獲益良多。

參與討論的一眾星級嘉賓包括：澳門勞工事務局局長黃志雄；澳門勞工事務局副局長陳元童；澳門教育及青年發展局青年廳廳長張敏輝；澳區全國人大代表、澳門工商聯會會長何敬麟；以及全國青年聯合澳區常委、澳門青年聯合會監事長何嘉倫。

Sands China has given its full support to the Creating Better Job Perspectives internship programme organised by the Labour Affairs Bureau for two consecutive years and has launched the tailor-made Level Up Programme for 200 new university graduates who participated in the programme. The Level Up Programme provided two cohorts of interns with opportunities to further enhance their skills through 12 training courses, in a bid to guide them towards comprehensive development and prepare them for their future careers.

In 2021, the programme invited guest speakers to share their insights on youth employment, career planning, youth entrepreneurship, and youth development in the Greater Bay Area during a roundtable discussion, which provided immense benefits to the participants.

Guest speakers were Wong Chi Hong, director of the Macao Labour Affairs Bureau; Chan Un Tong, deputy director of the Labour Affairs Bureau; Cheong Man Fai, head of the Youth Department of the Education and Youth Affairs Bureau; Kevin Ho King Lun, member of the National People's Congress and president of the Industry and Commerce Association of Macau; and Francisco Ho Ka Lon, executive committee member of the All-China Youth Federation and chief supervisor of the Macao Youth Federation.

支持業務高管及專才走訪大專院校　協助大學生了解更多業務實際資訊

Encouraging Senior Management and Professionals to Share Useful Information with University Students on Campus



▶ 電子商務趨勢及發展分享會

Sharing Session on e-commerce Trends and Development

電子商務及數字化轉型副總裁鍾俊傑多次走訪本澳各大專院校，包括澳門大學及澳門理工大學等，向大學生分享電子商務的真實營商範例、趨勢及發展等。

Allan Chung, Vice President of E-commerce and Digital Transformation at Sands China, visited a number of tertiary education institutions in Macao, such as the University of Macau and the Macao Polytechnic University, to share real e-commerce cases, trends, and developments with the students.



▶ 開拓本地廚藝人才視野

Expanding Local Culinary Talent's Horizon

米芝蓮星級名廚 Justin Paul 受邀到澳門科技大學與 15 名餐飲管理專業學生作零距離的廚藝技術交流，並向他們示範廚藝技巧，提升和擴闊他們的餐飲知識和視野。

The celebrated Michelin-starred chef, Justin Paul, was invited to the Macau University of Science and Technology to share culinary techniques in person with 15 students from the Food and Beverage Management programme, during which time the chef demonstrated culinary skills to enhance students' knowledge and broaden their horizons.



巧克力大師廚藝示範工作坊

Chocolate Master's Culinary Demonstration Workshop

勇奪第八屆「可可百利世界巧克力大師賽」中國區選拔賽第一名的餐飲部員工龍子聰，在澳門倫敦人的「餐飲人才培育基地」向澳門旅遊學院廚藝管理課程的學生分享廚藝心得。

Jacky Lung, champion of the 8th Cacao Barry World Chocolate Masters - Greater China selection and member of Sands China's Food and Beverage department, shared his culinary experience with students from the Culinary Arts Management programme of the Macao Institute for Tourism Studies at The Londoner Macao's Food and Beverage Talent Cultivation Base.

創新策略與時並進　惠及澳門屢獲殊榮

UPDATING WITH INNOVATIVE STRATEGIES, WINNING AWARDS FOR FACILITATING MACAO'S DEVELOPMENT

金沙中國注重員工的多元才能發展及體驗，悉心構建有溫度的職場。多項舉措受到員工和業界認可，更於 2021 年贏得十四項中國以及大中華區極具影響力之人力資源管理獎項。當中，金沙中國是唯一一家獲得「僱主品牌創意大賽」獎項的澳門企業，同期獲獎的知名企業還包括騰訊、Vivo、Ralph Lauren、CROCS、洲際酒店集團（IHG）、字節跳動 （ByteDance）等。而金沙中國在首屆 「全國人力資源管理（服務）創新大賽」中更榮獲「2020 年度人力資源管理傑出業務價值創造獎 - 企業創新類 金人獎」。

Sands China values the all-around development and experience of its team members and strives to create a warm workplace. Many of our company's measures have gained recognition from both team members and the industry. In 2021, Sands China won a total of 14 human resources awards in the Greater China region. In particular, our company was the only Macao-based company honoured at the 2021 Employer Branding Creativity Awards — putting it in the company of other well-respected winners such as Tencent, Vivo, Ralph Lauren, CROCS, InterContinental Hotels Group (IHG) and ByteDance. Sands China also won the 2020 Innovative Human Resource Management Outstanding Business Value Award - Gold Award at the inaugural National Human Resource Management (Service) Innovation Competition.



獲獎項目：

Award-Winning Projects:

▶ 增強職業自信心的學習體驗

Strengthening team members' confidence through learning



為增強員工的學習體驗，金沙中國推出「澳門倫敦人知識大使」計劃，其創新的學習概念贏得「2021 僱主品牌創意大賽 — 員工體驗創新獎 」。

To enrich team members' learning experience, Sands China launched the Be a Londoner Guide programme, which was selected as the Best Innovative Employee Experience at the 2021 Employer Branding Creativity Awards for its innovative marketing approach.

保持健康幸福的生活體驗

Promoting health and family harmony



透過舉辦多元化的健康系列活動，讓員工體驗家庭之樂，增進與子女溝通。憑藉這一系列舉措，金沙中國榮獲「2021 大中華區人力資源管理卓越大獎 — 2021 大中華區最佳人力資源團隊」。

Sands China has organised diverse activities themed around a healthy lifestyle to facilitate communication between team members and their children. With such initiatives, Sands China was recognised as the Best HR Teams in Greater China at the 2021 HRoot Awards.

延伸職場幸福感的人生體驗

Offering post-career benefits to elderly team members



嶄新的「樂活人生計劃」，讓銀髮族員工體驗逐漸適應步出職場的生活，減低對未來的焦慮感。此項計劃獲得「最佳薪酬福利創新獎」、「最佳人力資源管理項目」以及「員工福利創新獎」等多個大中華區獎項的肯定。

Our innovative Golden Age Programme aims to help elderly team members better accommodate themselves to their post-career lives and to alleviate their anxiety about the future. The programme won recognition in the Greater China region as the Best Total Rewards Innovation Plan at the Total Rewards Innovation Awards and the Best HR Programs of the Year at the HR Flag Awards, and the Best Innovative Employee C&B Program Award at the Employer Branding Creativity Awards.

其他獎項包括：
OTHER AWARDS INCLUDE:

- **綜合度假村業務分析師培育計劃**：首屆全國人力資源管理（服務）創新大賽 — 2020 年度卓越雇主品牌建設領軍獎

  Integrated Resort Business Analyst Development Programme : The Best Employer Branding Awards 2020 at the inaugural National Human Resource Management (Service) Innovation Competition

- **樂活人生計劃**：首屆全國人力資源管理（服務）創新大賽 — 2020 年度卓越人才管理實踐領軍獎

  Golden Age Programme : The Best Talent Management Awards 2020 at the inaugural National Human Resource Management (Service) Innovation Competition

- **「樂活人生計劃」視頻**：2021 雇主品牌創意大賽 — 最佳雇主品牌創意文案獎

  Golden Age Programme video : Best Employer Brand Creative Copywriting at the Employer Branding Creativity Awards 2021

- **人力資本策劃**： 2021 大中華區人力資源管理卓越大獎 — 2021 大中華區最佳人力資源共享服務中心

  Human Capital Planning : Best HR Shared Service Center in Greater China 2021 at the HRoot Awards 2021

- **人力資本策劃**： 2021 極幟獎 — 2021 年度最佳人力資源管理團隊

  Human Capital Planning : 2021 Best HR Team of the Year at the HR Flag Awards 2021

- **人力資本策劃**： 2021 亞洲最佳職場（中國大陸區）— 最佳實踐獎

  Human Capital Planning : Asia Best Practice award at the Asia Best Workplace (Mainland China) Awards 2021

- **人力資本策劃：** 2021 年度廣東省人力資源職業能力大賽 — 優秀人力資源管理團隊獎

  Human Capital Planning: Outstanding Human Resource Team at the Guangdong Human Resource Occupational Competence Competition 2021

- **「英倫之傲」員工大會視頻：**2021 雇主品牌創意大賽 — 最佳雇主品牌宣傳片獎

  "Londoner Pride" Team Member Rally video : Best Employer Brand Video Story at the Employer Branding Creativity Awards 2021

立足澳門放眼灣區　打造人才培育基地
JOINING GBA'S DEVELOPMENT AS MACAO-BASED ENTERPRISE, ESTABLISHING MACAO AS TALENT INCUBATOR

多年來，澳門特區政府積極推動經濟適度多元發展，致力將澳門打造成為世界旅遊休閒中心，而人才培養正正是實現這一目標的堅強後盾。

作為澳門最大規模的綜合旅遊休閒企業，金沙中國歷年來培養了超過 6,500 名人才回流內地發展，大部分更在大灣區工作，不斷為大灣區輸送具備國際視野和綜合度假村經驗專才。同時利用自身資源培育多元人才，將人才培育舉措伸延至粵港澳大灣區，持續加強與本地各大專院校、教育機構及企業合作，支持澳門發展成為大灣區的人才培訓基地及推動粵港澳大灣區旅遊教育發展及提升素質。

Over the years, the Macao SAR Government has been proactively boosting the development of moderate economic diversification and is committed to establishing Macao as a World Centre of Tourism and Leisure. Talent cultivation is precisely the solid base that propels the city towards its goals.

As the largest integrated tourism and leisure enterprise in Macao, over the years, Sands China has cultivated a talent pool of more than 6,500 who have returned to the mainland to work, and many have found employment in the Greater Bay Area. Sands China, therefore, continually transfers professionals with global vision and knowledge of integrated resort operations to the Greater Bay Area. Meanwhile, our company is also devoted to nurturing versatile talent with its own operation and has extended talent cultivation initiatives into the Greater Bay Area, while continuously strengthening cooperation with local tertiary institutions, educational entities and enterprises, thereby supporting the city's development into a talent incubator for the Greater Bay Area and propelling the quality development of tourism and education in the Greater Bay Area.

2022 年，公司更全面投入與澳門旅遊學院深入合作，針對大灣區的專業人才的需求推出多個合作項目， 包括共同在大灣區培訓基地設立大講堂，並由金沙中國酒店營運部門管理層主持專題講學；為內地企業員工提供大型綜合度假村業務考察及實習機會，如珠海橫琴星樂度露營小鎮，以及透過提供與前台服務相關的培訓、分享及支援，助力澳門職業技能認可基準 (MORS) 推廣至內地。

展望未來，金沙中國將繼續以創新人資理念及戰略培育本地人才，持續在澳門與灣區的人才建設中發揮表率作用，助力打造澳門成為大灣區人才培育基地。

In 2022, our company will invest greater effort into facilitating in-depth cooperation with the Macao Institute for Tourism Studies to launch a number of collaborative projects based on the Greater Bay Area's demand for professional talent, such as jointly organising seminars at the training base in the Greater Bay Area with hotel operations management of Sands China invited to host thematic talks; inviting staff of mainland enterprises to visit and intern at large integrated resorts, such as Sumlodol Hengqin Camping Town of Zhuhai; and promoting Macao Occupational Skills Recognition System (MORS) in the mainland through providing front desk-related training, sharing sessions, and support.

In the future, Sands China will continue cultivating local talent based on innovative human resource management concepts and strategies, thus leading the construction of the talent pool in Macao and the Greater Bay Area, and building the city into a talent incubator for the Greater Bay Area.

多元經濟

Economic Diversification



經濟多元注新動力　共譜全新發展篇章

Injecting New Momentum into Economic Diversification to Open a New Chapter of Growth



經濟多元注新動力　共譜全新發展篇章

Injecting New Momentum Into Economic Diversification To Open A New Chapter Of Growth

推動非博彩元素的聯動發展，從而促進經濟多元及可持續發展，是澳門各界共同努力的發展方向。金沙中國多年來在本澳持續投資，旗下的綜合度假村滙聚了特色酒店、會展、購物、娛樂、餐飲、兒童遊樂設施等一系列休閒設施，成功吸引廣大的中產階層市場，延長旅客留澳時間及刺激消費，有效推動澳門的家庭旅遊、會展旅遊等產業發展。為了提升本澳的城市活力和魅力，集團亦致力促進本澳藝術文化及體育發展，豐富本澳居民生活和提升旅客綜合體驗，配合構建澳門成為世界旅遊休閒中心的目標，以及政府近年著力推動「旅遊＋」的發展策略，鞏固綜合旅遊休閒產業。

Promoting the joint development of non-gaming facilities to expedite economic diversification and sustainable development is a common goal in the Macao community. Over the years, Sands China has continuously invested in Macao and the company's integrated resorts feature an array of facilities such as distinctive hotels, MICE venues, shopping malls, entertainment venues, restaurants, and amusement facilities for children. With such efforts, our company has successfully attracted a vast number of middle-class visitors, prolonged tourists' length of stay in Macao, and stimulated consumption while also promoting family travel and development of the MICE and tourism industries in the city. With the aim of enhancing the city's vitality and appeal, Sands China is devoted to promoting Macao's artistic, cultural, and sports development to enrich local residents' life and enhance tourists' overall experience as part of its effort to support Macao's development into a World Center of Tourism and Leisure and the "Tourism+" development strategy launched by the government in recent years to consolidate local integrated tourism and leisure industries.

而中央政府於 2021 年 9 月宣佈的《橫琴粵澳深度合作區建設總體方案》，不但作為深入實施《粵港澳大灣區發展規劃綱要》的重點舉措，同時為澳門產業多元發展創造條件以及為澳門長遠發展注入重要動力，金沙中國對此方案表示歡迎及予以全力支持。公司一直透過舉辦多項認識國情系列活動，讓員工進一步加強對祖國發展歷程的認識，為員工建立更完整的大局觀，提升愛國愛澳情懷，融入國家發展大局。

The Master Plan of the Development of the Guangdong-Macao Intensive Cooperation Zone in Hengqin announced by the Central Government in September 2021 is not only an important measure to facilitate the implementation of the Outline Development Plan for the Guangdong-Hong Kong-Macao Greater Bay Area, but also creates conditions for Macao's diversified industrial development and injects indispensable vitality into the city's long-term development. Sands China welcomes and will give full support to the Master Plan. Through continuously organizing activities to enhance team members' knowledge of the nation's history and affairs, Sands China seeks to broaden their view of the nation, heighten their sentiments towards the mainland and Macao, and motivate them to engage in the overall national development of China.

歐式主題度假村體驗
European-Themed Resort Experience

金沙中國旗下三大歐式主題度假村澳門威尼斯人、澳門巴黎人及澳門倫敦人廣受歡迎，讓訪客及居民不用出國就能體驗別具特色的意大利威尼斯水鄉、浪漫法式風情及地道英倫風特色，成為本澳最矚目地標及打卡聖地之一，近 20 年來公司旗下物業累計接待達 7.54 億人次。

Among the most iconic landmarks and social media-worthy locations in Macao, our three European-themed integrated resorts, namely The Venetian Macao, The Parisian Macao, and The Londoner Macao, enjoy wide popularity, where visitors and residents can enjoy the canals of Venice and immerse themselves in the romantic French ambiance and authentic London vibes without travelling abroad. Over the past two decades, our company's properties have welcomed a total of around 754 million visitors.











斥資達 19 億美元、由金沙城中心改建而成的澳門倫敦人於 2021 年 2 月首階段開業，匯聚五間著名國際酒店，分別為嶄新的澳門倫敦人酒店、倫敦人御園、澳門康萊德酒店、澳門喜來登大酒店及澳門瑞吉酒店，為追求品味和全新體驗的旅客提供澳門絕無僅有的豪華及價格適中的住宿選擇，合共帶來超過 6,000 間酒店客房及套房，以及總面積達 120 萬平方呎 (11.1 萬平方米) 的零售、娛樂消閒、餐飲及會議場地。其中澳門倫敦人酒店更破天荒邀請到大衛・碧咸攜手屢獲殊榮的英國著名室內設計公司 David Collins Studio 合作設計僅 14 間的「大衛・碧咸套房」，位於澳門倫敦人酒店的最頂兩層。套房採用碧咸鍾愛的海軍藍和英國賽車綠為主色調，並巧妙糅合多種元素，反映了其卓越運動生涯、個人風格和不同興趣 - 足球、攝影、服飾剪裁和男士理容。

Involving an investment of USD 1.9 billion, The Londoner Macao, formerly Sands Cotai Central, inaugurated its first phase in February 2021, and houses five hotels: The Londoner Hotel, Londoner Court, Conrad Macao, Sheraton Grand Macao, and St. Regis Macao. The Londoner Macao offers an extensive range of affordable luxurious accommodation available nowhere else in Macao to visitors who are fond of high-class and brand-new experiences, with over 6,000 hotel rooms and suites and 1.2 million square feet (111,000 square meters) of retail, entertainment and dining facilities, and meeting and convention space. The Londoner Hotel also invited David Beckham to participate in the city's first-ever celebrity-design suite project in collaboration with the David Collins Studio, an award-winning luxury interior design firm based in the United Kingdom. The 14 bespoke Suites by David Beckham, located on the top two floors of the hotel, feature Beckham's favorite navy blue and British racing green as its main tones, which are ingeniously integrated with various elements to reflect the celebrity's renowned sports career, personal style and interests - football, photography, tailoring and male grooming.

不論是建築風格、裝潢、餐飲、配套等方面無一不為訪客帶來沉浸式的英倫體驗，讓人們在無法外遊之際仍彷如置身於異國，火速成為本澳最炙手可熱的最新地標。

Be it the architectural style, décor, catering, or auxiliary facilities, all of its elements offer visitors an immersive British experience, allowing them to indulge in an exotic ambiance without travelling abroad. The building, therefore, immediately stands out as the most sought-after new landmark in Macao.

亞洲領先會議展覽目的地
Leading Conference and Exhibition Destination in Asia

集團旗下提供約 12,050 間世界級酒店客房及套房，擁有超過 150,000 平方米的靈活會議空間，以及專業銷售、技術、會議及展覽服務團隊為活動策劃者提供一站式服務，多年來致力鞏固澳門作為亞洲領先會議展覽目的地的地位。

Sands China provides around 12,050 world-class hotel rooms and suites and boasts over 150,000 square meters of flexible conference space, complete with one-stop services for event organizers offered by professional marketing, technology, conference and exhibition service teams. Over the years, our company has been dedicated to strengthening Macao's position as a leading destination for conferences and exhibitions in Asia.







公司於 2021 推出多重會議優惠，禮遇涵蓋會議所需，從場地、住宿以至休閒娛樂以及多才多藝的自家表演團隊等選項，為與會者締造難忘的活動體驗，不論會議活動規模或類型，活動組織者均可享受優惠。集團於疫情下更推出全面的安全衛生舉措「金沙用心」，以確保整個綜合度假村的賓客由抵達度假村到離開、從登記入住到退房期間的健

In 2021, Sands China launched multiple offers for MICE event organizers with benefits covering event organization-related needs ranging from venue and accommodation to leisure and entertainment, as well as professional in-house performances, striving to create an unforgettable event experience for all participants. These offers apply to all event organizers regardless of the scale or type of the event. Sands China has also launched a comprehensive set of safety and hygiene

康安全，除了度假區內的公共場所，同時亦加強了場地以至會議所需用品的防護，以減低感染新型冠狀病毒的風險。

measures - Sands SafeStay - during the pandemic to ensure the health and safety of all visitors to the integrated resorts from entry to departure, from check-in to check-out. In addition to the public facilities within the integrated resorts, our company has also intensified sanitation with meeting venues and daily necessities, with the aim of reducing the risk of COVID-19 transmission.





極致購物體驗
Premium Shopping Experience

在零售方面，集團的澳門金沙購物城邦提供澳門最大的免稅豪華購物體驗，擁有超過 700 間世界級頂尖免稅品牌商舖，零售空間超過 191,000 平方米。2006 年本澳的總零售空間僅約 27,800 平方米，2007 年澳門威尼斯人落成後大幅增加了 4 倍，現今已達 460,000 平方米，零售空間是本澳市場之冠。2021 年，集團零售版塊的收益於疫市中仍是本澳多元經濟的重要支柱之一。

For retail, our company's Sands Shoppes offers the largest luxurious duty-free shopping location in Macao, housing over 700 duty-free shops featuring top international brands across more than 191,000 square meters of retail space. In 2006, the total retail space in Macao was only 27,800 square meters until the inauguration of The Venetian Macao in 2007, when the city's total retail space quadrupled and has now reached 460,000 square meters, making The Venetian Macao the destination with the largest retail space in the local market. In 2021, the revenue from our company's retail segment was still one of the important pillars supporting Macao's diversified economic development during the pandemic.

2021 年，集團再度與澳門中華總商會攜手舉辦全澳最大規模的消費折扣展「2021 金沙物美嘉年華」，為本澳中小微企及金沙零售商戶提供大型免費展銷平台，一連三天的盛會吸引超過 11 萬人次入場參與及消費，疫情下大力提振經濟，助力零售業穩步復甦。

In 2021, our company once again organized the Sands Shopping Carnival, the city's largest sale event in cooperation with the Macao Chamber of Commerce, with the aim of providing a complimentary platform for local SMEs and Sands retailers to extend their business reach. The 3-day event attracted over 110,000 shoppers, which gave the economy a strong boost and helped revive the retail sector during the pandemic.



美食之都完美彰顯
Building a City of Gastronomy

民以食為天，美食讓以共融文化著稱的澳門於 2017 年獲得聯合國教科文組織評定為「創意城市美食之都」的美譽，特區政府亦隨即推進一系列「旅遊＋美食」的發展工作。

Eating is one of the most significant aspects of every culture. Macao, a city famous for cultural integration, was awarded the accolade of UNESCO Creative City of Gastronomy in 2017 and the government has launched a series of "tourism + gastronomy" initiatives to propel development in that area.





2021 年，在旅遊局支持下，金沙中國與攜程集團合作舉辦「旅行上的舌尖 2021 澳門論壇：以味之名 遊歷山海」、「2021 攜程美食林全球餐廳精選榜發佈會暨頒獎典禮」及「潮流華夏 味尋四海：攜程美食林尊享晚宴」，旨在扶持各地美食商家，打通本地、異地旅遊吃、住、行，提升旅行品質和體驗，助力餐飲行業健康發展，以及旅遊目的地的旅遊復甦。

In 2021, with the support of the Macao Government Tourism Office, Sands China joined hands with Trip.com Group to organize a number of forums and award presentation ceremonies on gastronomy, including the "Trip.com Group Gourmet 2021 Top Global Restaurant List" press conference and award presentation ceremony. These collaborations aimed at supporting gourmet businesses and integrating culinary, accommodation, and shopping experiences in Macao and other regions to enhance the quality and overall travel experience, thereby fostering the sound development of the catering industry and the recovery of tourism in different tourist destinations.





金沙中國旗下設有超過 150 間餐廳，提供多元化的餐飲體驗，一直積極配合特區政府的旅遊政策，近年更引進多名國際頂尖名廚來澳主理及開展餐飲業務，提供琳琅滿目的環球美饌擦亮美食之都的名片。

With over 150 dining options at our properties, Sands China offers a variety of dining experiences to visitors. Sands China has been working in tandem with the SAR government's tourism policies and has introduced many top international chefs to Macao in recent years to manage and open restaurants, enriching this City of Gastronomy with a dazzling array of delicacies from around the world.

2021 年，分別於旗下綜合度假村開展一系列特色餐廳，包括澳門威尼斯人的「喜樂日本料理」、「醉江南」、「品粵軒」，澳門倫敦人的「邱吉爾餐廳」、「北方鳴苑」和「淮揚曉宴」，頓成城中最新熱門餐廳，並於國際及國內問鼎多項大獎。

In 2021, Sands China opened a series of featured restaurants at its integrated resorts, such as Hiro by Hiroshi Kagata, Jiang Nan by Jereme Leung, and Pin Yue Xuan at The Venetian Macao; and Churchill's Table, North Palace, and The Huaiyang Garden at The Londoner Macao, all of which soon became the most popular restaurants in the city and garnered numerous commendations at home and abroad.

主辦機構 Organizers	獎項 Awards	獲獎餐廳 Restaurants
美國紐約《Wine Spectator》 2021 年度「餐廳大獎」 Wine Spectator 2021 Restaurant Awards, New York, United States	最佳卓越獎 Best of Award of Excellence	邱吉爾餐廳、喜樂日本料理、醉江南 Churchill's Table, Hiro by Hiroshi Kagata, Jiang Nan by Jereme Leung
中國橄欖餐廳評論「盛宴・中國」餐廳評選 China Feast Restaurant Award by Restaurant Review, mainland China	特別推薦年度必吃餐廳 Special Recommended Must Eat Restaurant	邱吉爾餐廳 Churchill's Table
	最值得推薦新開業餐廳 Most Recommended New Restaurant	北方鳴苑 North Palace
澳門 2021 我最愛餐廳選舉 IFood Awards 2021, Macao, China	最佳酒店精選餐廳 My Favourite Hotel Restaurant Award	邱吉爾餐廳 Churchill's Table
中國年度酒單大獎 2021 China's Wine List of the Year Awards 2021	「三杯」卓越獎 Excellent Glass Rating	邱吉爾餐廳、北方鳴苑 Churchill's Table, North Palace
	「二杯」卓越獎 Outstanding Glass Rating	喜樂日本料理、醉江南、淮揚曉宴 Hiro by Hiroshi Kagata, Jiang Nan by Jereme Leung, The Huaiyang Garden
《目標 TARGET》雜誌 2021 年度「目標之選」大獎 Target Taste Awards 2021 by *Target* magazine	年度臻選特色餐廳 Top Special Restaurant Award of the Year	邱吉爾餐廳 Churchill's Table
	年度臻選中餐廳 Top Chinese Restaurant Award of the Year	淮揚曉宴、北方鳴苑 The Huaiyang Garden, North Palace
	年度臻選日餐廳 Top Japanese Restaurant Award of the Year	喜樂日本料理 Hiro by Hiroshi Kagata

喜樂日本料理
Hiro by Hiroshi Kagata

澳門威尼斯人的喜樂日本料理由行政總廚加賀田浩掌舵，並透過開放式廚房欣賞大廚們的精湛廚藝，感受正宗日本料理的魅力。廚師團隊嚴選由日本進口的時令食材，為食客奉上頂級美饌。特設獨具風味的廚師發辦（Omakase），由廚師悉心挑選時令食材並決定當日菜式，極具個人風格及創意。

Located at The Venetian Macao, this restaurant is headed by Executive Chef Hiroshi Kagata and provides guests with a delectable experience of authentic Japanese cuisine while also giving them a glimpse of the chefs' culinary arts through the open kitchen. First-class delicacies are served using seasonal ingredients selected by the chefs and imported from Japan. Unique Omakase dishes are also available, which are designed and prepared by the chefs on the day with selected seasonal ingredients and strong personal creativity.





醉江南
Jiang Nan by Jereme Leung





攜手明星主廚梁子庚打造的醉江南餐廳糅合上海、江蘇和浙江地區的特色，他以澳門為靈感，重新塑造江南經典菜餚，向城中食客呈現精緻珍饈的江南風味。廚師團隊運用現代技藝烹飪新鮮優質的食材，昇華賓客的餐飲體驗。菜單隨時令而變，賓客無論何時前來，都能發現新的驚喜。

Jointly presented by Sands China and the celebrity master chef, this restaurant brings together the authentic flavors of Shanghai, Jiangsu, and Zhejiang and presents exquisite Jiangnan cuisine to diners in Macao, which are recrafted by drawing inspiration from the city. The dining experience is elevated through the chefs' use of modern culinary techniques and fresh quality ingredients. The menu is changed periodically based on the best ingredients of the season to create new surprises whenever diners walk in.

邱吉爾餐廳
Churchill's Table

位於澳門倫敦人大堂水晶金殿的英倫主題邱吉爾餐廳為食客帶來環球自助早餐、地中海式午餐及晚餐、經典英式下午茶以及於晚上以魔術驚喜劇場式呈現的「奇妙甜點品嚐旅程」，為味蕾和感官解鎖至另一層次。餐廳提供新穎而獨特的用餐體驗，是城中最受矚目的餐飲熱點之一，亦是慶祝節日及打卡拍照的最佳地點。

This British-themed restaurant is situated in the Crystal Palace in the lobby of The Londoner Macao, and offers an international buffet breakfast, Mediterranean lunch and dinner, a quintessentially English afternoon tea, and Dessert Tasting Journey - an evening dessert experience presented in the form of magical theatre to elevate guests' palates and senses to a new level. Famed for its unique and creative dining experience, Churchill's Table is one of the most sought-after restaurants in the city and an ideal venue for festive celebrations and social media photos.



北方鳴苑
North Palace

北方鳴苑是澳門倫敦人的網絡人氣餐廳，匯聚山東、北京和內蒙古特色美食，帶領賓客踏上穿越中國北方的饕餮之旅。餐廳內環境及氛圍令人彷彿置身於懷舊情調滿滿的中國北方特色菜館，賓客更可近距離欣賞開放式火爐烤製有機小全羊、土窯烤爐焗製饢餅以及多個食物烹調區，互動趣味十足。廚師團隊均源自中國北方，包括來自北京且屢獲殊榮的高級主廚徐克克。

A restaurant at The Londoner Macao famous across the internet, North Palace takes diners on a culinary journey to northern China with specialties from Shandong, Beijing, and Inner Mongolia. With the environment and ambience resembling a classic northern Chinese restaurant, North Palace offers diners a close-up view of chefs roasting whole organic lamb at an open fire pit, baking flatbread in an earthen oven, and preparing culinary delights at other stations, rendering an interesting interaction between diners and chefs. North Palace's team of chefs are all from northern China, including the Beijing-based award-winning Senior Chef Ken Xu.





淮揚曉宴
The Huaiyang Garden

高端淮揚菜食府「淮揚曉宴」由淮揚菜非物質文化遺產傳承人 - 周曉燕大師主理。淮揚菜約三千年前起源於長江和淮河下游地區，是中國四大菜系之一，堪稱中華飲食文化的巔峰。周曉燕大師擁有超過四十年專業經驗，既是淮揚菜非物質文化遺產傳承人，也積極引入現代烹飪技術和現代審美呈現，令傳統煥發新生。

This restaurant of ultimate Huaiyang delicacies is curated by celebrity master chef Zhou Xiaoyan, the bearer of the intangible cultural heritage of Huaiyang cuisine. Originating in the lower reaches of the Yangtze River and Huai River about 3,000 years ago, Huaiyang cuisine is recognized as one of the four great Chinese culinary traditions and is truly the epitome of Chinese gastronomic brilliance. Chef Zhou, with over four decades' experience, is an official ambassador of Huaiyang culinary heritage and is credited with revitalizing this classic cuisine by introducing contemporary culinary techniques and aesthetics.





推動藝術文化發展的先行者
Pioneer in Promoting Art and Cultural Development

作為擁有全澳最大規模非博彩設施及軟硬件資源的綜合旅遊休閒企業，金沙中國致力為本澳居民及遊客推出層出不窮的非博彩娛樂項目，並舉辦多元且具影響力的藝文活動，如國際電影節及頒獎禮，以及邀請國際知名和本地藝術家舉辦展覽等。集團旗下六個高規格多功能劇院及綜藝館座位總數超過 20,000 個，長期受本澳及外地演出團體的青睞，自 2007 年起吸引的觀眾合共超過 460 萬人次，舉辦的活動數量超過 610 場次。

As the integrated tourism and leisure enterprise with the largest scale of non-gaming facilities and the most software and hardware resources in Macao, Sands China is dedicated to launching a dazzling array of non-gaming entertainment projects for residents and tourists alike. In addition, Sands China has also hosted various influential cultural events, such as international film festivals and award ceremonies, and has invited both world-renowned and local artists to present exhibitions. With a total capacity of over 20,000 seats, Sands China's six high-class multifunctional theatres and arenas have long been highly sought after by local and overseas performers and have attracted over 4.6 million spectators in some 610 events since 2007.

金沙中國喜與本澳社區分享資源，多年來為不同類型的演出團體以及文化局舉辦的藝術項目，如澳門國際音樂節、澳門藝術節等免費提供各類演出場地及技術支持，作為公司對本澳文化藝術發展的扶持舉措之一。

2021 年，我們持續不遺餘力支持本地團體推廣文化藝術，為澳門我是演講家協會舉辦的「2021 大灣區演講家大賽」（澳門區）以及澳門青年舞蹈團及澳門音樂劇協會舉辦的「澳門國際音樂劇節 - 打開音樂之門」等不同項目提供場地贊助。

Sands China is glad to share its resources with the Macao community. As one of the initiatives supporting local art and cultural development, our company has offered an array of free-of-charge venues and technical support to different types of performance troupes and to the Cultural Affairs Bureau for events such as the Macao International Music Festival and the Macao Arts Festival over the years.

In 2021, Sands China continued its efforts to support local arts and cultural groups by offering venues to events such as the 2021 Greater Bay Area Speaker Speech Contest organised by Macau I Am Speaker Association and the Macau International Musical Festival - Open the Door to Music organised by Macao Youth Dance Troupe & Macao Musical Association.

2021 年金沙中國參與及舉辦的大型藝術項目包括：

In 2021, Sands China participated in and organized a number of large artistic projects, including:

➤「藝文薈澳：澳門國際藝術雙年展 2021」

Art Macao: Macao International Art Biennale 2021

為全力支持和響應特區政府 2021 年舉辦的大型國際綜合性文化藝術盛會「藝文薈澳：澳門國際藝術雙年展 2021」，金沙中國於 7 月 15 至 10 月 31 日期間在澳門威尼斯人舉辦了特展 — 《金沙陶瓷計劃：無限超越》國際當代陶瓷藝術展。

展覽由國際知名陶瓷藝術家鄭禕女士擔任策展人，盛邀全球 20 多位國際殿堂級和新銳陶藝家及藝術機構作品參展，當中既有傳統工藝品，也有不少新派創作，讓各國藝術家以澳門作為平台以藝術進行直接交流對話。

展覽主題「無限超越」寓意超越觀者對傳統陶藝的固有認知，冀為社會帶來豐富色彩和正能量，啟發無限想像的可能，同時寄意大家走出疫情陰霾，抱持樂觀的心展望美好未來。

In full support of the large-scale international integrated art and cultural event Art Macao: Macao International Art Biennale 2021 organized by the Macao SAR Government, as a special exhibition of the event, Sands China hosted the Project Sands X: Beyond the Blue — An Exhibition of Ceramic Extraordinaire at The Venetian Macao from July 15 until October 31.

The exhibition was curated by internationally famed artist Caroline Cheng and featured works from more than 20 world-renowned and rising ceramic artists and institutions, showcasing both traditional and innovative creations and engaging artists from different countries in the artistic exchange and dialogue in Macao as a platform.



Under the theme Beyond the Blue, the exhibition sought to showcase how the beauty of ceramics can go beyond the traditional color schemes, bringing abundant colors and positivity to the world through works that transcend expectations and imagination, and to inspire visitors to go beyond the blue mood of a pandemic world with optimism for a brighter future ahead.







展覽亮點之一是聯同美國最重要的陶瓷藝術品收藏館之一 - 埃弗森藝術博物館，舉辦「無限超越」同名平行展，展出該館 14 件代表性作品。展覽以互動和慶祝為主題，在博物館內設置 3D 觀展體驗區，觀眾可使用智能手機或設於澳門威尼斯人酒店大堂的互動螢幕，在 360 度空間中滾屏瀏覽展品，並通過文字、音頻和視頻鏈結獲得更多中英雙語的展品信息，互動技術的運用讓是次展覽面向國際觀眾，打破地域界限。

One of the exhibition's highlights was a unique parallel exhibition of Beyond the Blue featuring 14 signature works from the Everson Museum of Art, which contains one of the United States' foremost collections of ceramic art. Building on the themes of interactivity and celebration, the Everson created a real-time exhibition in the museum that could be viewed in 3D by remote visitors on their smartphones or at an interactive screen at The Venetian Macao main lobby. Viewers were able to maneuver through the 360-degree space, while translated text and audio-video hyperlinks provided more information in English and Chinese. In this way, the exhibition made use of technology to connect people across international borders, virtually breaking geographical boundaries.

➤「明日可及 — 2021 大灣區青年藝術家計劃」繪畫及攝影競賽

Time Is On My Side — 2021 Greater Bay Area Young Artists Scheme: A Competition of Painting and Photography

「粵港澳大灣區文化和旅遊發展規劃」要求推動粵港澳大灣區文化和旅遊交流合作與協調發展，建設具有國際影響力的人文灣區和休閒灣區。為此，金沙中國一直積極響應國家的號召，為大灣區文化事業的繁榮貢獻力量，並於「藝文薈澳」期間，同期舉辦了「明日可及 — 2021 大灣區青年藝術家計劃」繪畫及攝影競賽，公開向本澳及大灣區青年藝術家徵集參賽作品。24 位得獎者獲豐富獎金及證書，鼓勵其持續投入藝術創作及交流；其得獎作品及後於澳門倫敦人展出。



比賽由大灣區青年藝術家計劃組委會主辦，澳門科技大學人文藝術學院及廣州美術學院美術館協辦，澳門倫敦人贊助，更獲得中國美術學院、廣州美術學院、四川美術學院等院校機構共同支持。





The Culture and Tourism Development Plan for the Guangdong-Hong Kong-Macao Greater Bay Area proposes to promote exchange, cooperation, and coordinated development between cultural and tourism industries in the Guangdong-Hong Kong-Macao Greater Bay Area and to establish a Cultural Leisure Bay Area with international influence. To this end, Sands China has been responding to the call of the nation and contributing to the cultural prosperity of the Greater Bay Area and hosted Time Is On My Side — 2021 Greater Bay Area Young Artists Scheme: A Competition of Painting and Photography concurrently with the Art Macao: Macao International Art Biennale, calling for entries from young artists from Macao and the Greater Bay Area. Cash prizes and certificates were awarded to 24 winners to encourage their continuous engagement in artistic creativity and exchange, and their winning works were showcased at The Londoner Macao.

The competition was organized by the Greater Bay Area Young Artists Scheme Organizing Committee; co-organized by the Faculty of Humanities and Arts at the Macau University of Science and Technology and the Art Museum of Guangzhou Academy of Fine Arts; and sponsored by The Londoner Macao. Supporting organizations included the China Academy of Art; Guangzhou Academy of Fine Arts; and Sichuan Fine Arts Institute.



活動旨在聚焦青年藝術家力量，以弘揚華夏文化，尤其是極具特色的粵港澳大灣區文化，為青年藝術家的原創力量打造優勢平台。賽事通過全網徵集青年新銳藝術家的繪畫及攝影作品，體現大灣區對文化產業豐富的包容性，開拓更廣闊的產業邊界，吸引更多年輕受眾，衍生更多優質作品。

The competition was held to promote Chinese culture, especially the highly characteristic culture of the Greater Bay Area, by highlighting the potential of the younger generation of artists in the region and to provide them with a high-profile platform. Through an open call for their paintings and photographic works, the event sought to demonstrate the inclusivity of the cultural industries in the Greater Bay Area, attracting a larger number of young audiences and encouraging the creation of more outstanding works, thereby expanding the boundaries of the industries.



➤ 《瀛：泰祥洲水墨展》

ABODE OF IMMORTALS — TAI XIANGZHOU INK PAINTINGS EXHIBITION

與澳門四季酒店於 2021 年 2 月 15 日至 3 月 14 日期間在四季名薈「品薈」（現改名為「金沙藝廊」）攜手呈獻《瀛：泰祥洲水墨展》，展出中國水墨畫家泰祥洲超過 38 幅作品，包括其代表作《皿方罍》青銅器畫作、《天象》及《星球邊際之三》等。

The Abode of Immortals - Tai Xiangzhou Ink Paintings exhibition was jointly hosted by Sands China and the Four Seasons Hotel Macao at the Grand Atelier (now the Sands Gallery) at The Grand Suites at Four Seasons from February 15 to March 14, 2021. More than 38 works by this Chinese ink painting artist were featured in the exhibition, including his bronze sculpture masterpiece *Min Fanglei*, as well as *Celestial Chaos* and *The Edge of Planet No. 3.*







《無塵境界》水禾田作品展

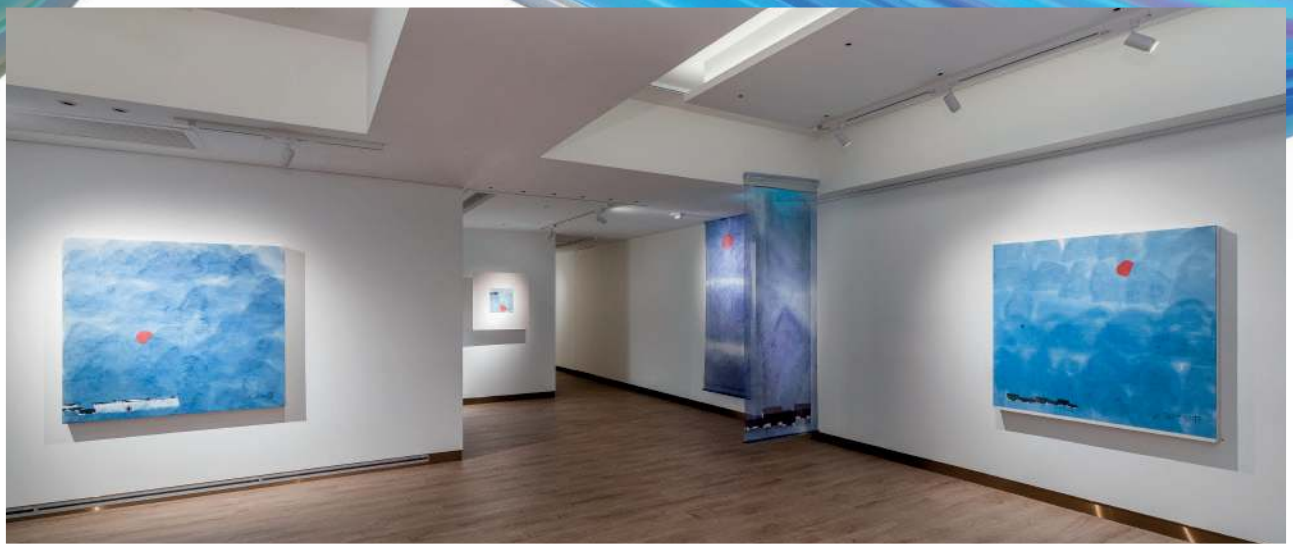
The State of Dust-Free — Water Poon Works Exhibition

於 2021 年 5 月 1 — 19 日在四季名薈「品薈」舉辦《無塵境界》水禾田作品展，展出攝影大師、畫家兼導演水禾田超過 50 件精選佳作，當中包括水墨畫、攝影作品和雕塑，以中國黃山風景攝影作品和桂林山水畫作為軸心。

The State of Dust-Free - Water Poon Works exhibition was presented at the Grand Atelier from May 1 to 19, 2021, showcasing over 50 compelling ink paintings, photos, and sculptures by the renowned photographer, painter and director Water Poon, including the photographic works of Huangshan and landscape paintings of Guilin in China.







促進本澳體育旅遊發展

Facilitating Local Sports Tourism Development

自 2007 年起，金沙中國長期支持本澳體育事業發展及推進體育旅遊融合，一直不遺餘力為澳門引入各項大型國際體壇盛事，舉辦或贊助各項體育活動， 包括籃球、足球、拳賽、高爾夫球賽以及長跑賽等，助力澳門成為世界旅遊休閒中心。公司透過正式比賽及表演賽等機會積極舉辦延伸活動，例如訓練營及社區活動等，讓國際體壇精英進一步與本澳社區交流互動，從而提高對社區的正面影響。即使面對疫情衝擊，金沙中國支持本澳體育事業發展的決心從未動搖，持續為本澳社區注入更多正能量。

Since 2007, Sands China has been supporting the development of local sports and promoting the integration of sports and tourism by introducing various large-scale international sports events to Macao. This has been done in the form of hosting or sponsoring diverse sport events, including basketball, football, boxing, and golf matches as well as long-distance running races, as part of its efforts to assist Macao in developing into a World Centre of Tourism and Leisure. Seizing the opportunities presented by official and exhibition matches, our company has held outreach activities such as training camps and community activities with international sport elites invited to offer their experience and interact with the local community, in the hope of maximizing these events' positive social influence. Despite the impact of the pandemic, Sands China remains steadfast in its commitment to support the development of local sports and seeks to inject more positivity into the local community.

2021 金沙中國澳門國際十公里長跑賽

2021 Sands China Macao International 10K

金沙中國以澳門幣 800 萬元冠名贊助由體育局及澳門田徑總會合辦、全澳首度舉辦的體育盛事 —「2021 金沙中國澳門國際十公里長跑賽」，鼓勵大眾投入運動的同時助力旅遊經濟產業的復甦及發展。

Sands China contributed MOP 8 million for the title sponsorship of the 2021 Sands China Macao International 10K jointly organized by the Sports Bureau and the General Association of Athletics of Macau. The first of its kind in the city, the event aimed at promoting the recovery and development of local tourism and economy while also encouraging the public to engage in sports.





比賽分為十公里及歡樂跑兩個項目，共吸引約 9,000 名跑手參賽，更特設「金沙 10K 繽 fun 活力造型大獎」獎勵悉心以創意造型參賽的選手 。 金沙中國亦組織了近 130 名員工，當中包括金沙中國關懷大使參與長跑賽，支持及響應此項體育盛事，同時推廣健康的生活方式。

The event consisted of two categories, a 10K and a Fun Run, and attracted participation from around 9,000 runners. The Sands 10K Presents: FUNkiest Costume Award was also set to reward those who participated in the race in creative costumes. Nearly 130 Sands China team members, including Sands Cares Ambassadors, also ran in the race to show their support for the event and to promote a healthy lifestyle.





➤ 澳門格蘭披治大賽車『金沙中國澳門 GT 盃』

Macau Grand Prix — Sands China Macau GT Cup

金沙中國冠名贊助澳門年度國際體壇盛事第 68 屆澳門格蘭披治大賽車其中一項焦點賽事—「金沙中國澳門 GT 盃」，身體力行全力支持澳門特區政府在疫情下堅定如期舉辦澳門格蘭披治大賽車的決心。

Sands China title sponsored one of the highlight races of the 68th Macau Grand Prix — the Sands China Macau GT Cup — an annual international sports event of the city, backing the SAR government's determination to hold the Macau Grand Prix as scheduled despite the pandemic.





「金沙中國澳門 GT 盃」吸引來自澳門、香港及中國內地的車手競逐，參賽陣容包括林寶堅尼、阿斯頓馬丁、平治、保時捷、奧迪及寶馬等豪門名車。金沙中國期望此場賽事能助力帶動體育熱潮，同時創造交流機會，相互提高競爭力。

Drivers from Macao, Hong Kong, and mainland China participated in the Sands China Macau GT Cup, competing in top-end race cars such as Lamborghini, Aston Martin, Mercedes, Porsche, Audi and BMW. Sands China's goal was to kindle sports fever among the public while also offering opportunities for exchange and enhancing competitiveness among the racers.





路展宣傳澳門安全宜遊

Promoting Macao as a Safe City to Visit through Roadshows

自 2020 年疫情以來，本澳在特區政府嚴格實施防疫措施的屏障下力保安全城市的形象。金沙中國一直積極回應特區政府號召，致力推動澳門旅遊經濟復甦，全方位吸引內地旅客赴澳旅遊及消費。2021 年，金沙中國積極參與由特區政府多個部門聯合主辦的「澳門周」大型路展系列活動，先後走訪了北京、杭州、南京、上海、成都及重慶，重點推介全新英倫主題綜合度假村「澳門倫敦人」，期間舉辦產品推介會，向各地旅遊業界的合作夥伴、會議活動策劃人詳細介紹了澳門倫敦人綜合度假村項目，通過線上線下多渠道向當地居民呈現澳門「旅遊＋」魅力，並宣傳 「安全宜遊 · 魅力澳門」的形象。

Since the onset of the pandemic in 2020, Macao has secured its image as a COVID-19 safe city thanks to the strict implementation of pandemic prevention measures of the Macao SAR Government. Sands China has always actively responded to the government's call to facilitate the recovery of local tourism and economy by attracting mainland tourists through various channels to visit and spend in Macao. In 2021, Sands China participated in the large-scale Macao Week event series jointly organized by several SAR government departments, holding roadshows in Beijing, Hangzhou, Nanjing, Shanghai, Chengdu, and Chongqing with a focus on introducing the newly inaugurated British-themed integrated resort The Londoner Macao. During the event series, we also held product seminars to give our tourism partners and event planners from different regions a detailed introduction to The Londoner Macao, showcasing the "tourism+" appeal of Macao to local residents through online and offline channels and promoting Macao as a "safe and quality destination" to visit.



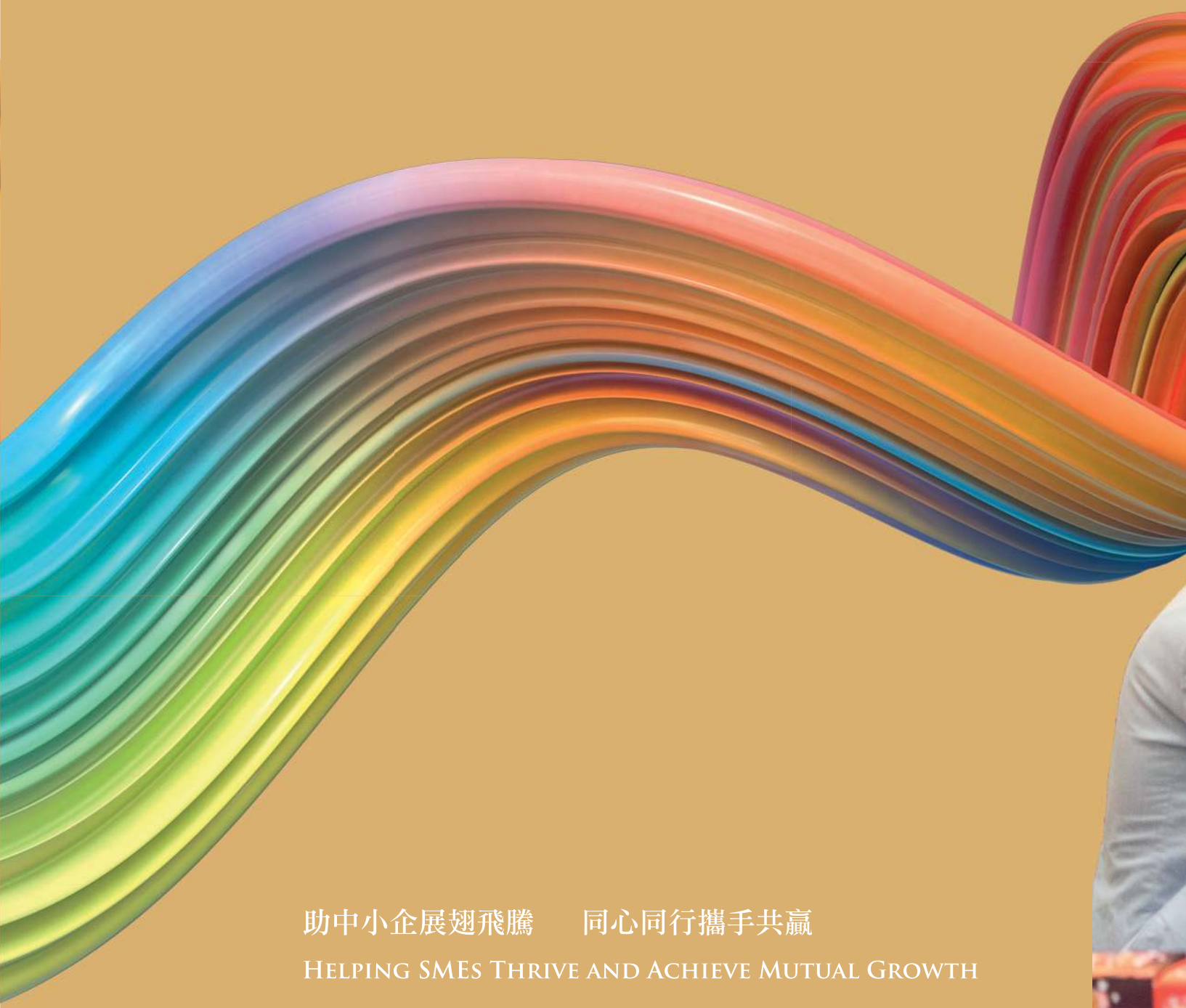






本地採購

LOCAL PROCUREMENT



助中小企展翅飛騰　　同心同行攜手共贏

HELPING SMES THRIVE AND ACHIEVE MUTUAL GROWTH



助中小企展翅飛騰　同心同行攜手共贏

Helping SMEs Thrive and Achieve Mutual Growth

過去二十年來，金沙中國一直與本澳中小微企風雨同路，冀透過提供平台和資源，助中小微企茁壯成長，騰飛萬里。尤其在疫情的困難時期，本澳經濟受創，旅遊業更是首當其衝；我們不忘初心，堅持以大帶小，一如既往肩負起企業社會責任，與合作夥伴保持緊密聯繫並提供適切支援。除了連續兩年舉辦「金沙物美嘉年華」為中小微企創造營商平台、提振內銷經濟外，更撥備澳門幣 3.5 億元推出「中小微企特快付款計劃」縮減收款期至七天；持續開辦兩屆金沙採購學院培訓課程並創下全年最多畢業人數的紀錄；連續第九年舉辦年度盛事「金沙卓越供應商頒獎禮」嘉許表現傑出的供應商；以及聯合本澳媒體繼續發掘更多金沙中國與本澳中小微企共同成長的故事。

2021 年度，金沙中國總採購金額為 99 億澳門元，當中澳門企業採購額佔 91%，相等於 89.8 億澳門元，其中本地中小微企的採購額超過 21 億澳門元。

Over the past 20 years, Sands China has been working with Macao SMEs come rain or shine in the hope of helping them grow and thrive to a greater degree by providing platforms and resources. In particular, during the difficult times amid the COVID-19 pandemic with Macao suffering an economic slump and its tourism industry bearing the brunt, we have persistently upheld our commitment to local SMEs and maintained close contact with and provided much-needed support to our business partners, fulfilling our corporate social responsibility as always. In addition to running the Sands Shopping Carnival for two consecutive years to build a business platform for SMEs and boost the local economy, we also allocated MOP 350 million to launch the SME Expedited Payment Program, under which our payment terms were shortened to 7 days; offered training courses to two cohorts of SME suppliers through the Sands Procurement Academy and saw a record-high annual number of graduates; hosted the Sands Supplier Excellence Awards for the ninth consecutive year to honor outstanding suppliers; and collaborated with local media to share more stories about local SMEs growing together with Sands China.

Sands China recorded a gross procurement amount of MOP 9.9 billion in 2021, 91% of which (MOP 8.98 billion) went to Macao enterprises, including over MOP 2.1 billion to local SMEs.



2021 年本地採購數據(單位:澳門幣)

Overview of Sands China Procurement in 2021 (Unit as MOP)

99 億元
MOP 9.9 billion

總採購金額

Total procurement spend

89.8 億元
MOP 8.98 billion

澳門企業占總採購額

Total procurement spend on Macao enterprises

91%

澳門企業占總採購額百分比

Percentage of procurement from Macao enterprises

2,261

合作中供應商數量

Number of suppliers

12.6 億元
MOP 1.26 billion

本澳三類扶持企業採購金額

Total spend on three categories of local enterprises

60%

本澳三類扶持企業占中小企業總採購額百分比

Percentage of SME procurement from the three categories of local enterprises

625

本地中小企業數量

Number of Local SME Suppliers

21 億元
MOP 2.1 billion

中小企業總採購金額

Total SME spend

21%

中小企業總採購金額百分比

Percentage of SME spend

三類予以扶持的本地企業:小微企、澳門製造企業及澳門青創企業

The three categories of local businesses for targeted support: small and micro enterprises, "Made-in-Macao" companies, and Macao young entrepreneurs

撥備 3.5 億澳門元推特快付款計劃
Expedited Payment Program Launched with an Allocation of MOP 350 Million

在疫情持續的 2021 年，本澳中小微企的營商環境繼續面臨重重挑戰，生意額大減以致缺乏現金流為最迫切的經營困難。有見及此，且為響應特區政府適時推出的八項中小企疫情支援措施，金沙中國推出全新「中小微企特快付款計劃」，協助合作夥伴紓解現金流壓力，致力支援本澳中小微企穩健發展。於 2021 年 11 月 1 日至 2022 年 1 月 31 日計劃期間，所有與金沙中國合作的中小微企供應商可透過申請，將付款賬期從原來的 30 天縮減至 7 天，預計涉及特快付款的金額可達澳門幣 3.5 億元。

The pandemic continued into 2021 and local SMEs still saw many challenges arise in the business environment; their most pressing difficulty was maintaining liquidity due to the plunge in business turnover. In view of their plight and in support of the Macao SAR government's eight relief measures to assist SMEs amid the pandemic, Sands China launched the SME Expedited Payment Program in an effort to help alleviate the cash flow pressure of business partners and support the steady development of local SMEs. During the course of the program from November 1, 2021 to January 31, 2022, all SME suppliers of Sands China could apply for their payment terms to be shortened from 30 days to 7 days. The amount involved in the Expedited Payment Program is expected to reach MOP 350 million.

金沙物美嘉年華成品牌盛事
Sands Shopping Carnival Becoming a Signature Event

自 2020 年初疫情來襲以來，大量本澳企業及中小微企面對著嚴峻的營商環境。為配合和響應特區政府振興內銷經濟的「齊消費、促經濟」政策，金沙中國本著「以大帶小」的營商理念，破格「疫」市在澳門威尼斯人金光會展舉辦全澳最大規模消費折扣展「金沙物美嘉年華」。參展費用全免，為中小微企及金沙零售商戶提供大型免費展銷平台；活動老少咸宜，匯聚美食攤位、精彩表演、消費大抽獎、K 歌之王歌唱比賽、小廚神工作坊、以及兒童活動及遊戲等，旨在助力提振本澳經濟，並為居民及旅客打造安全、適合一家大小的消費休閒盛會，2020 年首次舉辦即取得三天引客 10 萬人次的佳績。

Many local companies, especially SMEs, have been facing a harsh business environment since the onset of the pandemic in early 2020. To support the Macao SAR government's "Consume for the Economy" initiative and uphold the business philosophy of supporting local SMEs, Sands China launched the Sands Shopping Carnival, the largest shopping event of its kind in the city, at The Venetian Macao's Cotai Expo, providing a free business platform for local SMEs and Sands retailers. The event, which brought a variety of elements together under one roof for visitors of all ages, including food stands, performances, lucky draws, Karaoke King Singing Competition, Little Master Chef Workshop, and family-friendly activities and games, aimed at boosting the local economy while offering residents and tourists a safe and family-friendly shopping and leisure destination. The three-day event attracted an impressive total of 100,000 visits during its launch in 2020.



嘉年華成功帶動巨大且正面的經濟及社會效益，有見及此，「金沙物美嘉年華」於 2021 年 7 月 23-25 日載譽歸來，三天展會更破 11 萬人次入場，再度成為全城疫下佳話。

In view of its massive positive benefits to the local economy and society, the Sands Shopping Carnival returned July 23-25, 2021, and became the talk of the town once again amid the pandemic with over 110,000 visits recorded over the three-day event period.









第二屆嘉年華在規模及內容上進行了優化及升格，展位增至 560 個，其中中小微企展位增至 268 個，當中包括多家從未參與展銷活動的小微企、澳門青創企業、澳門製造企業等，涵蓋文創、澳門老店、特色美食及葡語國家產品等不同行業。

In its second year, the Sands Shopping Carnival was presented with enhanced content and on a larger scale featuring 560 booths. An increased number of 268 booths were offered to SMEs, including many micro and small-sized enterprises, Macao young entrepreneurs and "Made-in-Macao" enterprises that had never joined a trade fair before and were engaged in various fields from cultural and creative industries, Macao classic brands, specialty foods, and products from Portuguese-speaking countries.

展區方面，除擴充首屆大受歡迎的兒童遊樂專區及美食廣場外，為配合社會發展趨勢，展區數量增至九個，新增特色展區包括澳門原創 IP 區及綠色生活區。現場亦支援各種電子支付方式，並為本澳市民及旅客提供多條便捷的免費穿梭巴士路線，響應綠色出行。



In response to social development trends, the event was held with an increased number of nine featured zones. In addition to the expanded Food Court and the "Play and Fun" Kids Area, which had been very popular in the first year, the nine zones also included the Macao Original IP and the Green Lifestyle zones. Various electronic payment methods were supported during the event and free shuttle bus services were provided to residents and tourists along several convenient routes to support green travel.

延伸活動「K 歌之王歌唱比賽」及「小廚神工作坊」廣受市民歡迎，三天的小廚神工作坊在金沙中國餐飲團隊的帶領下讓家長及兒童一起製作精美小食，吸引了近 400 名兒童參與。



Our "Karaoke King Singing Competition" and "Little Master Chef Workshop" were well received among visitors. The latter three-day workshop attracted participation from around 400 children, who made tasty snacks together with their parents under the guidance of Sands China's food and beverage team.





面向社區，我們邀請更多本地社服機構參與嘉年華，包括澳門扶康會旗下的葡角餐廳、澳門弱智人士服務協會旗下的心明治小食店，以及澳門戒毒康復協會所屬咖啡廳，分別於美食廣場內設置美食攤位，三家餐廳均為其會員提供職業培訓服務。

In terms of community engagement, we invited more local social service institutions to join the carnival than the previous year, including the Corner of Portuguese Cuisine Cantinho Luso of the Fuhong Society of Macau, Casa de Petisco "Sam Meng Chi" of the Macau Association for the Mentally Handicapped, and the "Hold on to Hope" Cafe of the Association of Rehabilitation of Drug Abusers of Macau, which ran booths at the carnival's Food Court. All three restaurants offer vocational training services for their organizations' service users.

澳門特殊奧運會、人人流浪狗澳門義工團、澳門利民會轄下利民坊、澳門循道衛理聯合教會社會服務處「樂晴展能計劃」，以及澳門扶康會亦於文化創意區設置攤位，銷售各類特色產品。而澳門特殊奧運會亦派出十五名「特奧小記者」參與實地採訪及報導。

Five community organizations sold a variety of featured items at their booths in the carnival's Cultural & Creative Zone: Macau Special Olympics, Everyone Stray Dogs Macau Volunteer Group, The Corner Shop of the Richmond Fellowship of Macau, SJ program of the Social Service of Macau Methodist Church, and Fuhong Society of Macau. The Macau Special Olympics also sent a total of 15 members to join the event as news reporters.





金沙採購學院成立五週年
Sands Procurement Academy Embracing 5th Anniversary



成立於 2017 年的金沙採購學院是 F.I.T.「飛騰」本地中小微企支援計劃的項目之一，亦是金沙中國本地中小微企支援計劃的一部分，由金沙中國與澳門中華總商會及澳門生產力暨科技轉移中心聯合開辦，是行內首個同類型課程，旨在與本地供應商分享業務知識及營商技能，協助他們提升與大型國際客戶合作經驗與能力。

Jointly founded by the Macao Chamber of Commerce and the Macau Productivity and Technology Transfer Center in 2017, the Sands Procurement Academy is part of the F.I.T. program for local SME suppliers in Sands China's Local Small, Medium and Micro Suppliers Support Program. It is a first-of-its-kind industry training program that aims to help local SME suppliers gain experience and capacity for working with large-scale international corporations through the sharing of business knowledge and skills.

學院的培訓對象初為本澳中小企業、微企、青創企業及澳門製造企業，自 2019 年開始開放予全澳中小微企報讀，讓本澳更多中小微企能從中獲益。課程由不同領域的資深人員授課，六門課程內容涵蓋質量保障管理、澳門勞動法基礎、物流管理、供應商行為準則、採購合同基礎及採購流程和系統概覽。歷屆學員的反饋均十分正面，並表示課程對其業務大有裨益。所有畢業學員均獲頒授證書，並享有同等條件下優先採購的機會。



Originally targeting Macao SMEs, micro enterprises, young entrepreneurs and "Made-in-Macao" enterprises, the Sands Procurement Academy opened its training modules to local SME suppliers in 2019 to benefit more SMEs in Macao. The training modules, presented by lecturers with diverse areas of expertise, cover six topics including quality assurance, Macao labor law fundamentals, logistics management, supplier code of conduct, procurement contract basics, and procurement process and system overview. The academy's graduates have shared positive feedback that their businesses have benefited greatly from the training. Graduates receive a completion certificate and are given preferential procurement opportunities with Sands China under otherwise equal circumstances.

2021 年迎來學院成立五週年，我們持續舉辦第九及第十屆培訓課程。第九屆課程共 64 家本地中小微企供應商報讀，創歷屆之最；第十屆共 55 家報讀，全年合共 116 名學員成功畢業。

自課程開辦以來，至今近 370 家本地中小微企供應商參與，其中 330 家成功畢業，累計合共 6,300 個培訓時數。

In 2021, the academy marked its fifth anniversary while continuing to welcome its ninth and tenth cohorts. The academy saw a new record of 64 local SME suppliers enroll in the ninth cohort and 55 suppliers in the tenth cohort, and a total of 116 suppliers graduated from the program that year.

Since its launch, around 370 local SME suppliers have joined and 330 of them have graduated from the academy, and a total of 6,300 training hours have been delivered.



金沙卓越供應商頒獎禮風雨不改
Sands Supplier Excellence Awards Presented Amid Difficult Times

儘管疫情對本澳經濟及旅遊業造成廣泛衝擊，金沙中國的大型投資項目卻從沒間斷；每年舉辦、旨在表揚並答謝一眾出色供應商的「金沙卓越供應商頒獎禮」在疫情影響下延至 2022 年 1 月舉行，同場舉辦金沙採購學院第十屆畢業典禮及新一期金沙中國中小微企採購合作計劃概覽書刊「展翅飛騰」的發佈儀式。

Despite the pandemic's far-reaching impact on tourism and the local economy, Sands China has continued its large-scale projects in Macao. The Sands Supplier Excellence Awards, which has been held annually to honor outstanding suppliers, was postponed until January 2022 due to the pandemic and held concurrently with the 10th Sands Procurement Academy Graduation and the launch of the latest booklet of Sands China's SME Support Program Overview.



金沙卓越供應商頒獎禮至今已踏入第九屆，按照以下六個評選準則選出多家表現出色的供應商，九家獲獎企業包括：

- 企業文化、創新及可持續性：**上海仕承文化傳播有限公司**
- 項目實施：**得寶建築集團有限公司**
- 成本管理：**域多利貨運有限公司**
- 質量管理：**凱柏工程有限公司**
- 優質服務：**宏遠護衛有限公司、澳濤工程有限公司、新概念食品有限公司、怡信清潔服務有限公司**
- 中小型企業： **國光百貨**

In the ninth year of the Sands Supplier Excellence Awards, Sands China continued to recognize a number of noteworthy suppliers across six categories. The nine winners in 2021 were:

- Corporate Culture, Innovation & Sustainability: **Shanghai Shi Cheng Culture Communication Co., Ltd.**
- Project Delivery: **Top Builders Group Ltd.**
- Cost Management: **Victor Pacific Service Ltd.**
- Quality Management: **Hoi Pak Engineering Company Ltd.**
- Service Excellence: **Winnerway Security Guards Company Limited, Ou Tou Engineering Company Ltd., New Concept Food Limited, East Sun Cleaning Services Ltd.**
- Small/Medium Enterprise (SME): **Quinquilharia Kuok Kuong**

獲獎本地供應商感言節錄
Excerpts of Messages from Award-Winning Local Suppliers

成本管理組別獎項 — 域多利貨運有限公司
Cost Management — Victor Pacific Service Ltd.

董事總經理李國輝

Victor Lei, Managing Director



「此次獲獎對公司而言是一個鼓舞。能夠與金沙中國合作，對於一般的物流企業而言，提供了良好的發展機會，令業務得以轉型。合作不僅為公司提供運輸業務上的發展機會，也讓公司整個團隊以及澳門的物流從業員有機會接觸設計和安裝等不同業務，加深他們對相關行業的了解。」

"This award is a token of encouragement to our company. For logistic companies in general, cooperation with Sands China is a good developmental opportunity that spurs business transformation. The partnership has not only provided our company with business development opportunities in the industry, but also introduced our entire team and local logistics practitioners to different businesses, such as design and installation, thus deepening their understanding of the industry."

項目實施組別獎項 — 得寶建築集團有限公司
Project Delivery — Top Builders Group Ltd.

董事總經理鄧漢昌

Forest Tang, Managing Director



「公司與金沙中國合作已有十七年，參與了集團所有的工程，每次修建不同項目都有引進嶄新技術，令公司能接觸到的工程類型更廣泛，多年來不停地學習及進步。金沙中國以夥伴式的精神開展與本地各個中小企的合作，是一個相當好及值得學習的方式。由於在開展工程上，需要解決的問題眾多，因此雙方一定要有充足的溝通與信任，而金沙中國一直陪伴企業成長，在良好的溝通下完成多次合作，亦是令公司感到非常享受的地方。」

"We have been working with Sands China for 17 years and have participated in all its projects. Innovative technologies were introduced to each of the construction projects, which have broadened our company's project portfolio and spurred us to continually learn and advance over the years. Sands China

forges cooperation with local SMEs in the spirit of partnership, which is a very good model to learn from. As there are many problems to be solved during the course of a project, both parties must have sufficient communication with and trust in each other. Sands China has been with us as we grew, and a number of cooperation projects have been completed with effective communication - this is another aspect that we have enjoyed during our partnership."

質量管理組別獎項 — 凱柏工程有限公司

Quality Management — Hoi Pak Engineering Company Ltd.

負責人馮錦兒

Homer Fung, General Manager

「金沙中國對於公司來說，是穩定的支持以及長期堅實的後盾，為公司提供了大量的工作機會，即使在疫情的艱難時期也能令員工『有工開，有飯食』，並且穩定的合作關係，更有利於公司的長遠規劃。金沙中國對工程質量要求高，促使公司不斷優化服務，更為供應商開辦採購學院，提升中小企與國際級客戶合作的經驗與能力，也令公司獲益良多。」



"To us, Sands China has always been a source of long-term unwavering support. They have provided us with abundant business opportunities, which have sustained our staff's careers and livelihoods even during the hard times of the pandemic; the stable partnership is also conducive to our company's long-term developmental plan. Sands China has set high standards for project quality, pushing us to continually enhance our services. Moreover, Sands China has established the procurement academy for SME suppliers, enriching their experience and capacity for working with international clients, from which we have also benefited a lot."

中小型企業組別獎項 — 國光百貨公司

Small/Medium Enterprise (SME) — Quinquilharia Kuok Kuong

經理曾佩瓊

Anna Chang, Manager



「感激金沙中國大力支持本地中小企的發展，令中小企能夠感受到社會的關懷，共同成長。金沙中國制服需求量大、標準高，對於產品的品控尤為重要。這樣的要求不僅能夠提升公司的業務能力，而且通過開展合作，令公司能夠與時並進，跟隨社會步伐，累積到與大型企業合作的經驗，對於公司而言也是一種無形的提升。」

"We are grateful for Sands China's generous support of local SME development, which shows love and care for society as we pursue joint development. Sands China has a huge demand and has set high standards for uniforms, so quality control is of the utmost importance. These requirements have propelled us to enhance our business capabilities, and through the partnership, we are able to keep up with the times and accumulate experience in working with large corporations, which has also brought invaluable improvement to our company."

優質服務組別獎項 — 新概念食品有限公司

Service Excellence — New Concept Food Limited

負責人謝永信

Che Weng Son, Managing Director



「公司與金沙中國攜手合作近十載，本次獲頒獎項，對公司上下而言是一種莫大的鼓勵。透過和金沙中國的合作，有機會認識國內的供應商，將更多海產引入澳門，提升本地產品的質素。疫情之下，各行各業都大受影響，博企部分餐廳或需暫時關閉，一度影響了貨品的供應，但是金沙中國為中小企提供強大的後台支援，以緩和疫情對中小企的影響，減少損失。」

"We have been working with Sands China for about a decade, and this award has given tremendous encouragement to all our staff members. The partnership with Sands China has offered us an opportunity to get in touch with mainland suppliers, introduce a wider variety of seafood to Macao and enhance the quality of local products. During the pandemic, all trades suffered severely; integrated resorts had to temporarily close some of their restaurants, which affected the supply of products. However, Sands China has offered strong support to reduce the pandemic's impact on SMEs as well as their losses."

與中小微企的成長故事
Stories of Growth with SMEs

2021 年，我們持續與澳門日報及澳門每日時報（Macau Daily Times）合作，刊登一系列本澳中小微企與金沙中國達成合作和共同成長的勵志故事，自 2016 年起至今已累積超過 100 個。期望讓社會大眾了解本澳中小微企自強不息的奮鬥歷程，如何透過與大型國際企業合作提升自身能力；尤其展現在疫情期間，金沙中國所推行的多項舉措如何助本澳中小微企度過經營困難，攜手走出陰霾。

In 2021, we continued collaborating with Macao Daily News and Macau Daily Times to publish a series of inspiring stories about local SMEs forging partnerships and growing together with Sands China. A total of over 100 stories have now been shared since 2016. With these stories, we hope to give the public a glimpse into local SMEs' ceaseless quest for success and self-improvement and how they have elevated their capabilities through working with a large international corporation, and especially how Sands China's initiatives have helped local SMEs overcome the difficulties arising in business operations during the pandemic together.

7 星國際食品
7 Stars International Food

「公司員工積極參與金沙中國為供應商開辦的培訓課程，學習大企業採購流程和借鏡優點。金沙中國舉辦開放日，亦令企業更好了解市場和用家需要，便利推薦好產品，搭起橋樑助與大企、行家之間互相溝通。」

"Our staff members have actively joined training courses organized by Sands China for its suppliers in order to learn about the procurement process of a large corporation and its advantages. Furthermore, Sands China's Supplier Open Days allow supplier companies to better understand the market and users' needs and recommend their quality products more effectively, and also serve as a bridge between large enterprises and peer suppliers for further communication."



26/01/2021



22/03/2021

愛寶萊澳門有限公司

Ipalate Macau Limited

「公司 2017 年成立後，知道金沙中國有設立中小企供應商的展會平台，遂主動報名參與，在展會上展出相關的印度食材及調味料，將上述新產品介紹給廚師，成功打開合作大門。公司由最初供應印度調味料開始，隨後又因應金沙中國的需要，開拓內地調味料的市場。訂單金額由 2018 年初每月二至三萬，發展至 2019 年每月最多達二十萬。自與金沙中國開展合作後，猶如多一張卡片、招牌，證明公司產品獲金沙中國的認可，拓展與其他企業的合作時有幫助。」



23/02/2021



25/03/2021

"In 2017, soon after our company was established, we learned about and registered for the trade show platform that Sands China had created for SME suppliers. We showcased our Indian ingredients and seasonings and introduced them to chefs at the event, which opened the door to cooperation with Sands China. We started by supplying Indian seasonings, and later explored the market of mainland seasonings to cater to Sands China's needs. Our order volume rose from MOP 20,000-30,000 per month in early 2018 to as much as MOP 200,000 per month in 2019. The experience of working with Sands China has become a highlight for our business, which proves that our products have won recognition from Sands China and has helped us forge cooperation with other companies."

澳門豆師傅食品廠

Beansmaster

「金沙中國對豆製產品需求量大。為支撐整個供貨量，從生產至人手安排亦須配合擴大規模，現時每日用豆量達五百斤。除不斷完善運輸流程，亦須完善及更新生產機器設備，同時為達到金沙中國衛生及保鮮要求，更推出不同型號的盒裝豆腐。另外，為配合大企業發展的需求，特意到內地學習新的生產技術、不斷研製新的豆製產品供應市場需求。與金沙中國合作的磨合過程，令企業不同層面能力得以提高。」



30/03/2021



23/04/2021

"Sands China has a large demand for bean products. To enhance supply capacity, we have expanded the scale of our production and manpower. Currently, we use as much as 250 kg of beans every day. In addition to continuously improving the logistic flow, we also need to enhance and update our production facilities. To meet Sands China's hygiene and freshness requirements, different types of packaging have been implemented for tofu products. To coordinate with the demand of large enterprises as they develop, we visited our peers in the mainland to learn about new production technologies and thus continuously develop new soy products to meet market demands. The cooperation with Sands China has improved our capabilities at different levels."

澳匯展覽有限公司

Macexpo Exhibition Co., Ltd.

「作為『金沙物美嘉年華』主辦機構的金沙中國並非單向提出要求，而是致力於良好互動下展開合作，而金沙中國團隊也透過自身擁有的資源給予全面支持及協助。與金沙中國合作後，能夠豐富公司的『履歷』，主動與外地企業爭取業務時，提及過去曾與金沙中國合作，猶如一張『卡片』，回覆率有所提高，有助增強公司競投項目軟實力及信心。」



27/04/2021



18/05/2021

"As the organizer of the Sands Shopping Carnival, Sands China fostered cooperation based on positive interaction instead of proposing one-way requests. The Sands China team also provided us with comprehensive support and assistance by offering their resources. The partnership with Sands China has enriched our experience and heightened our reputation when we seek cooperation with enterprises from other regions, which has helped increase the response rate and boost our soft skills and confidence in project bidding."

中華消防設備有限公司

China Fire Fighting Equipment Company Ltd.

「2019 年起為澳門金沙酒店和娛樂場提供防火系統操作、監控、維修及保養服務，金沙工程部人員在協調上高度配合，雙方合作非常愉快。與博企合作在很大程度上幫助了中小企提升競爭優勢，金沙中國看到中小企的潛在能力，包括經驗、資源、專業，藉著項目投標機會，引入更高安全性的防火產品上，亦保持開放態度，考慮中小企提出的專業意見。」

"Our company has been providing operational, monitoring, and maintenance services for fire protection systems for Sands Macao since 2019 and we have enjoyed a smooth cooperation thanks to the active coordination of Sands China's engineering team. The cooperation with the large-scale gaming operator has significantly enhanced our competitiveness. Sands China values the potential capabilities of SMEs, including their experience, resources, and expertise, and they seek advanced fire protection products through project tendering. They maintain an open attitude and take into account the professional advice of SMEs."



25/05/2021



18/06/2021

越洋行有限公司

Agencia Superar Limitada

「與金沙中國合作對公司業務發展帶來莫大幫助。2012 年投得金沙城中心（現為澳門倫敦人）的合約，令公司生意額飆升約四成，自此，越洋行亦能以大型綜合度假村產品供應商的身分來拓展業務，向不同酒店、餐廳等提供各種產品。此外，與金沙中國合作猶如對公司實力的印證，大大增強了客戶的信心，有助公司向其他博企、酒店、餐廳爭取業務。」

"Cooperation with Sands China has greatly stimulated our business development. Our business volume surged by around 40% after we signed the cooperation contract with Sands Cotai Central [now The Londoner Macao] in 2012. Since then, we have been able to expand our business as a product supplier of a large integrated resort and we provide various products for different hotels and restaurants. Moreover, the cooperation with Sands China also serves as a testimony to our company's strength, which has greatly enhanced our clients' confidence in us and facilitated the establishment of partnerships with other gaming operators, hotels, and restaurants."



29/06/2021

新富倫洋行

Sun Fu Lon Trading

「自 2004 年公司一直為旗下多家大型酒店供應清潔產品，並提供機器維護保養服務。去年（2020 年）疫情發生初期，全澳消毒用品採購緊張。公司為金沙中國及時提供酒精搓手液等消毒用品，以解決燃眉之急，令雙方合作關係更上一層樓。而金沙中國重視環保理念，希望採購更多對環境有利的可持續產品，公司未來將積極引入更多符合國際環保標準的清潔用品及節能的清潔機器，滿足金沙中國高標準的要求。」


中小企採購
清潔用品供應商
獲博企長期合作
金沙：多元產品專業團隊 了解需求

27/07/2021


Macau Daily Times
Sands China partners with local supplier for excellence in hygiene and sanitization
We are aiming for a clean, well-appointed, and eco-friendly room that will provide a great home-away-from-home

28/09/2021

"Since 2014, we have been providing cleaning products and cleaning equipment maintenance services for large-scale hotels of Sands China. When the pandemic outbreak first appeared last year (2020), the procurement of disinfectant supplies across Macao was tight. However, we managed to promptly provide Sands China with disinfectant products, such as alcohol-based wipes, to meet their urgent need, which further enhanced our partnership. Sands China values environmental protection and hopes to procure more eco-friendly and sustainable products. In the future, we will actively introduce more cleaning products and energy-saving cleaning machines that meet international environmental standards and Sands China's high standards. In addition, the company will strengthen the service quality of its staff to provide more timely and professional maintenance services and housekeeping services."

茶冠國際發展有限公司

Hight Tea International Development Co., Ltd.

「通過與金沙中國合作增添其他大企業對公司的信心，公司發展由最初一至兩人增至七至八人。另外，由於金沙中國對產品要求相當高，要在眾多供應商之中脫穎而出，要不斷強化自身核心競爭，鞏固採茶、製茶等對茶葉的專業知識，更要與時俱進，了解適合不同體質的人飲用的茶飲等，知識範疇十分廣泛。」

"Our partnership with Sands China has boosted other large enterprises' confidence in us and our company's manpower has increased from 1-2 to 7-8 people. Moreover, Sands China holds rather high requirements for products and thus we need to continuously improve our core competitiveness to stand out among a range of suppliers. Not only do we need to strengthen professional knowledge of tea leaves, such as tea picking and processing, but also keep pace with the times so as to learn extensive knowledge about choosing suitable teas for people based on their physical constitution."



11/08/2021

澳門 853 口罩廠

Macau 853 Mask Factory

「本年（2021 年）初公司在澳門威尼斯人設置兩部口罩販賣機。由於訪客量高，達到了很好的宣傳效果，尤其讓更多旅客認識我們的澳門製造品牌。金沙中國年中更決定採用我們設計的口罩，因此我們為訂單設立專門的團隊，雙方在過程中不斷溝通及改良設計，最終製作出讓客戶滿意的口罩。此外，今年亦有參與金沙物美嘉年華，收穫豐富，居民反應熱烈，期待能再次參與。」

"We set up two mask vending machines at The Venetian Macao early this year (2021). Positive promotional effects have been achieved thanks to the high visitor volume of the resort and, in particular, more tourists came to know about this Made-in-Macao brand. In the middle of the year, Sands China decided to procure our masks and we formed a dedicated team for orders from the company. Through communication and improvements to the design, we finally produced masks that satisfy our client's requirements. 853 Face Mask also participated in the Sands Shopping Carnival this year and obtained fruitful results and received positive feedback from residents. We are looking forward to joining the event again in the future."



28/09/2021



22/10/2021

山力廣告有限公司

Zenith Advertising Company Ltd.

「金沙中國對廣告的質量要求高，公司為提升廣告產品質量，投資過千萬更新設備。另外，金沙中國對廣告需求量大，特別是每當有新項目開業，都需要大量廣告宣傳，為公司提供大量機遇。2014 年高峰時期，金沙中國投放過千萬廣告預算予公司，對公司的發展帶來更大支持。2004 年時，金沙中國佔公司業務約兩成至三成，至今已佔約五成，高峰期時，公司珠澳兩地員工逾百人。」

"To meet Sands China's high requirements for quality advertising, Zenith has invested over MOP 10 million in facility upgrades. Sands China has a huge demand for advertising, especially when new resorts open, which brings great business opportunities to our company. During the peak period of 2014, Sands China allocated more than MOP 10 million of its marketing budget to Zenith, which greatly boosted our company's development. Sands China accounted for 20% to 30% of the company's business in 2014 and now it has increased to about 50%. Zenith had more than 100 employees in Zhuhai and Macao at the peak of its business development."



28/10/2021



09/11/2021

凱柏工程有限公司

Hoi Pak Engineering Company Ltd.

「疫情雖然衝擊本地經濟，但金沙中國仍繼續進行翻新和擴建工程，讓公司在疫情的艱難時期亦能獲得工作機會，加上金沙中國一向準時付款，讓中小企無需承擔資金周轉壓力。藉著與金沙中國合作，公司得以在澳門取得更多曝光率，有助開拓市場業務。例如疫情期間，公司負責為金沙中國設計放置在娛樂場座位與座位之間的防疫擋板，並提供物料。後來，公司收到其他博企亦有同類型需求，主動詢問報價事宜。」


疫下承辦博企維護項目
利工程公司拓展業務

30/11/2021


Times

Sands China's SMEs: thriving and growing

23/12/2021

"Despite the impact of the pandemic on the local economy, Sands China continued to carry out renovation and expansion works, allowing our company to secure jobs during the difficult pandemic period. Sands China has always settled its payments on time, which spares SMEs the pressures of dealing with cash-flow problems. Through our partnership with the casino operator, we have gained greater exposure in Macao, which has helped facilitate our business expansion. For example, during the pandemic, our company designed the dividers installed between seats in casinos for Sands China and supplied the relevant materials. Later, other gaming operators requested a quotation from us for the same services."

新概念食品有限公司

New Concept Food Ltd.

「與金沙中國在 2014、2015 年已開展合作。起初主要提供魚缸保養服務，隨着雙方的接觸增多，開始嘗試擴大合作範圍。隨生意增多不斷擴展，公司規模由最初的四至五名員工，發展至現時的廿二人。另外，與博企合作需接受培訓並按照既定標準辦事，對公司形象及能力均有提升。」


食品公司 自設加工場成優勢
為博企搜羅海產擴合作

28/12/2021

"We entered into partnership with Sands China around 2014 and 2015. We mainly provided fish tank maintenance services at the early stage until we started to expand the scope of cooperation as we began to get more acquainted with each other. With the continual expansion of our business, our manpower has increased from the original 4-5 to the current 22 people. Moreover, our partnership with the gaming operator required us to undergo training and operate in accordance with certain standards, which has helped enhance our company's image and capabilities."

社區參與

Community Engagement



根植澳門同行廿載　延續關愛惠澤社群

Rooted in Macao for Two Decades with Continual Care for The Local Community


LET IT SNOW
Sands
CARES

根植澳門同行廿載　延續關愛惠澤社群

Rooted in Macao for Two Decades with Continual Care for The Local Community

金沙中國植根澳門近廿載，一直秉承母公司拉斯維加斯金沙集團「金沙關懷」全球企業公民計劃的宗旨，致力踐行企業社會責任，多年來與共 520 間本地機構及社團攜手合作，開展經濟援助、社區合作、物資捐贈等各項慈善工作，並建立義工隊「金沙中國關懷大使計劃」，關注弱勢所需並提供適切支援；金沙中國心繫祖國、以澳門為家，在同胞受難及需要幫扶的時候主動給予支援和積極配合國家精準扶貧政策，鞏固脱貧成果。在疫情持續肆虐全球下，金沙中國緊守與本澳社區同行的承諾，積極提供全方位支援，並配合特區政府的防疫工作，全力支持全民核檢的使命，亦派出金沙中國關懷大使到社區核檢站支援照顧需要特別協助人士，與澳門共克時艱。

Sands China has been rooted in Macao for nearly two decades and is committed to performing its corporate social responsibility under the mission set forth in parent company Las Vegas Sands Corporation's global corporate citizenship program. Over the years, our company has worked together with a total of 520 local organizations and associations to carry out various charitable projects which include providing economic aid, supply donations, and engaging in community collaborations. We have also established the Sands Cares Ambassador program, which coordinates volunteers as they care for the needs of disadvantaged people and provide timely support. While based in Macao, we care about our entire country and have provided support for our compatriots when they are suffering and in need of help, and have supported the country's targeted poverty relief measures. Despite the continuous havoc the pandemic is wreaking across the globe, Sands China has been upholding its commitment of working together with the Macao community by providing all-round support. In particular, Sands China has cooperated with the Macao SAR government's anti-pandemic efforts by fully supporting the citywide nucleic acid test (NAT) program, and has sent Sands Cares Ambassadors to NAT stations in the local community to help people with special needs, hoping to overcome the difficult times together.

企業捐款及贊助
Corporate Donations and Sponsorships

推動本澳高等教育發展
Promoting Development of Local Tertiary Education

金沙中國多年來一直致力為本澳業界儲備多元人才，自 2006 年起連續十五年向本澳各大專院校捐贈獎學金及助學金，助力培育本澳青年英才，推動本澳高等教育發展，為支持澳門建設成為世界旅遊休閒中心貢獻力量。

2021 年共捐贈獎助學金澳門幣 108 萬元，將分配予 108 名本地學生作該學年的學費補助；十五年來合共向七所本澳大專院校捐贈獎助學金總額逾澳門幣 1,240 萬元，惠及近 1,500 名本地學生。

For years, Sands China has been committed to nurturing diverse talent for industries in Macao. Since 2006, our company has been offering scholarships and grants to tertiary educational institutions in the city. For 15 consecutive years, this initiative has contributed to the cultivation of local young talent and promoted the development of local tertiary education, thereby supporting Macao as it builds itself into a World Centre of Tourism and Leisure.

In 2021, a total of MOP 1.08 million in scholarships and grants were awarded to 108 local students to subsidize their tuition fees for the academic year. Over the past 15 years, our company has endowed scholarships and grants of over MOP 12.4 million to seven local tertiary education institutions, which has benefitted nearly 1,500 local students.



金沙中國多年來慷慨捐輸，以善款支持本澳社福機構營運及開展多項慈善活動，其中包括：

Over the years, Sands China has donated generously to support the operations and charitable activities of local social service organizations, including:



向仁慈堂社服店捐贈澳門幣 30 萬元善款，自 2013 年起連續 9 年支持其年度食物籃派發活動，共捐出澳門幣 260 萬元善款，致力協助本地弱勢家庭。

Sands China donated MOP 300,000 to Macau Holy House of Mercy's Welfare Shop and has supported its annual food hamper distribution for nine consecutive years since 2013 with a total donation of MOP 2.6 million in an effort to support local underprivileged families.



向澳門同善堂捐贈澳門幣 60 萬元支票，連續 18 年響應一年一度的「沿門勸捐」籌款活動，至今共捐贈逾澳門幣 830 萬元，持續支持同善堂各項慈善服務。

Sands China presented a cheque for MOP 600,000 to the Macau Tung Sin Tong Charitable Society and has been backing the organization's annual fundraising campaign for 18 consecutive years with a total donation of more than MOP 8.3 million to date, showing continuous support for the various charitable services offered by Tung Sin Tong.



向澳門明愛捐贈澳門幣 30 萬元，以響應一年一度的澳門明愛慈善園遊會及澳門明愛慈善跑籌款活動。公司自 2004 年起已連續 18 年向澳門明愛合共捐贈了近澳門幣 500 萬元善款，支持該團體的營運開支以及於本地社區開展各項社區服務。

Sands China donated MOP 300,000 to Caritas Macau to support their Charity Bazaar and Charity Run. Since 2004, our company has supported Caritas Macau for 18 consecutive years, sponsoring the organization's operational expenses and community services with a total donation of nearly MOP 5 million.



向澳門日報讀者公益基金會捐贈澳門幣 60 萬元，支持年度「公益金百萬行」，受疫情影響，活動繼續以「線上行」形式進行；公司自 2003 年至今合共捐贈澳門幣 860 萬元善款，支持該機構爲本澳慈善公益事業作出貢獻。

Sands China donated MOP 600,000 to the Charity Fund from the Readers of Macao Daily News to support the Walk for A Million, which was held online this year due to the pandemic. Since 2003, our company has contributed a total of MOP 8.6 million to the organization's efforts in promoting local charitable causes.



向澳門特殊奧運會捐款澳門元 24 萬 8 千以支持「特奧健康運動員計劃」，自 2014 年計劃啟動以來，公司已連續 8 年資助有關計劃，至今惠及智障人士超過 5,500 人次，讓他們接受不同類型的檢查，或透過健康基金的全額資助進行後續醫療跟進，改善健康狀況。

Sands China donated MOP 248,000 to the Macau Special Olympics to support the Special Olympics Healthy Athletes project; it is the 8th year that our company has supported the project since its launch in 2014. Our company's contributions have benefited more than 5,500 people with mental disabilities, helping them receive various checks and improve their health through medical follow-ups fully subsidized by health funds.



向澳門街坊會聯合總會「街總平安通慈善基金」捐助澳門幣 24 萬元，資助「千歲剪」活動、維修特工隊，以及有經濟困難人士使用「平安通」服務。自 2010 年起向該機構捐贈善款惠及超過 10,000 名獨居長者。

Sands China donated MOP 240,000 to the General Union of Neighborhood Associations of Macau to sponsor the elderly haircut initiative, home maintenance team for the elderly, and Peng On Tung Tele-Assistance Services for people with financial difficulties. The contributions made by our company since 2010 have benefited over 10,000 elderly people living alone.



向挪亞家庭互助協會捐款澳門元 21 萬 4 千以支持「2021 神奇彩衣計劃之初中就業輔導學習進階課程」，計劃旨在支援戒藥青年的重返社會。金沙中國自 2020 年起資助該計劃，至今已有 573 人次受惠。

Sands China donated MOP 214,000 to the Noah Family Mutual Aid Association in support of the "2021 On-the-Job Training Programme-Technicolour Dreamcoat Project" for teenagers with substance-abuse issues. The company has sponsored the programme since 2020, benefitting 573 people.



向澳門扶康會捐款近澳門元 260,000 以支持「助人自助禮品送贈計劃」，藉此為殘疾人士提供工作機會發揮所長，學員所制作的禮物亦分別於不同的節慶期間送到本地不同的群體，與社區人士分享節日歡樂，達到助人自助的目的。金沙中國自 2006 年起支持此計劃，至今已長達 15 年。

Sands China donated nearly MOP 260,000 to the Fuhong Society of Macau in support of its "Help Them Help Themselves" Gift Sponsorship Programme, which provides job opportunities to people with disabilities. Gifts made by participants through this program are presented to different local groups to share festive joy with community members. Sands China has supported this program for 15 years since 2006.

獎項及榮譽
Awards and Honors

金沙中國自 2014 年起一直贊助由澳門特奧會主辦的「特奧社區 - 關愛健康運動員計劃」。2021 年，金沙中國更獲得由國際特奧會授予健康合作伙伴的最高榮譽「2020 年全球健康領導獎」，表彰金沙中國為特奧會全球衛生計劃的目標使命所做出的非凡努力。

Sands China has been sponsoring the Macau Special Olympics (MSO) Healthy Athletes Program since 2014. In 2021, Sands China was awarded the highest honor for health partners by the Special Olympics, the Golisano Health Leadership Award 2020, in recognition of Sands China's extraordinary efforts in fulfilling the goals and mission of the Special Olympics' global health program.









受惠機構感言
Messages of Appreciation by Beneficiary Institutions

澳門明愛總幹事潘志明：「衷心感謝金沙中國多年來一直用心、用愛、用行動支持明愛的活動及服務，讓明愛能繼續為有需要人士提供適切支援，服務社區。」

Paul Pun Chi Meng, Caritas Macau secretary-general: "I'm grateful to Sands China for their consistent care, love and concrete support for our activities and services over the years. They contribute to making our response to the needy and our services for society possible."

澳門婦女聯合總會副理事長袁小菱：「感謝金沙中國對婦聯總會以及婦女兒童的關心和支持，同時感謝一眾金沙中國關懷大使與本會成員互動交流，讓基層家庭可以共享歡樂下午，感受社區的關懷。」

Un Sio Leng, vice president of the Women's General Association of Macau: "We are grateful to Sands China for their support to our association, and their care for women and children. Our gratitude also goes to the Sands Cares Ambassadors, who volunteered their time for an enjoyable afternoon where underprivileged families felt supported and cared for."

澳門紅十字會賑災事務副總監王毅耘：「在天鴿及山竹等大型颱風重創本澳後，澳門各界開始重視本地防災備災工作，而金沙中國向來熱心社會公益，由 2019 年起與本會合作舉辦此項目活動，為澳門社區防災出盡一分力。」

Owen Wong, deputy director of disaster relief affairs for Macau Red Cross: "In light of the severe damage Typhoons Hato and Mangkhut made to Macao, all community sectors have been giving much attention to disaster preparedness. Sands China is a devoted supporter of charitable causes, and has made a remarkable contribution to disaster preparedness in collaboration with Macau Red Cross since 2019."

黑沙環明暉護養院院長鄭珊珊：「從膳食到對輪椅使用者的貼心安排，金沙中國各部門員工都能做到一絲不苟，讓患有失智症的長者得以輕鬆、舒適地與親人一同遊覽具歐洲特式的景點，為他們帶來一次愉快的旅程。」

Irene Cheang, director of Lar de Cuidados "Sol Nascente" da Areia Preta: "From dining to assistance to wheelchair users, Sands China team members' attention to detail enabled seniors with dementia to tour around a European setting in a comfortable way. This pleasant experience has brought laughter to their faces."

潔世創辦人兼行政總裁 Shawn Seipler：「我們很榮幸連續第 8 年與金沙中國合作，為有需要的人士組裝個人衛生用品福袋。感謝金沙中國為當地社區提供大力支持和服務。」

Shawn Seipler, founder and chief executive officer of Clean the World: "We are honoured to partner with Sands China for the 8th consecutive year of assembling hygiene kits for individuals in need. The many ways that Sands China has invested in their community is truly commendable."

金沙中國關懷大使計劃
Sands Cares Ambassador Program

金沙中國於 2009 年 8 月正式建立「金沙中國關懷大使計劃」，成為全澳首家建立義工隊的綜合旅遊休閒企業。隨著公司的義工服務不斷拓展、義工團隊不斷壯大，金沙中國於 2020 年成立關懷大使工作委員會，以更有效組織更多元化的社區活動，幫助更多有需要人士。

Sands China launched the Sands Cares Ambassador program in August 2009, making itself the first integrated resort operator in Macao to establish a volunteer team. With the constant growth of the volunteer team and expansion of its volunteer services, Sands China established the Sands Cares Ambassador Working Committee in 2020 to organize a wider variety of community activities more efficiently and to help more people in need.

3,300+
金沙中國關懷大使總人數
No. of Sands Cares Ambassadors

58
2021 年金沙中國關懷大使活動總數
No. of SCA events

45,000+
2021 年志願服務時數
Volunteering hours in 2021

550+
2009 年至今志願活動總數
No. of volunteer activities since 2009

175,000+
2009 年至今志願服務時數
No. of volunteer hours since 2009

金沙中國致力發揮企業社會責任，持續與澳門社區分享度假村資源，金沙中國關懷大使計劃旨在為團隊成員提供一個服務本地社區的平台，透過組織各項社區活動，並讓員工投入志願服務，與弱勢社群分享溫暖和關愛，為本澳社會發展出一分力，同時為構建和諧共融社區貢獻力量。

Sands China is committed to fulfilling its corporate social responsibility and has continually shared its resort resources with the Macao community. The Sands Cares Ambassador program aims at providing team members with a platform to serve the local community through organizing various community activities and engaging in volunteer services, thereby conveying love and care to local disadvantaged groups, contributing to local social development, and helping to establish a harmonious and inclusive community.

節日送暖

Delivering Festive Joy



金沙中國關懷大使連續 12 年為澳門街坊會聯合總會的「平安通」呼援服務用戶獨居長者進行歲晚大掃除及理髮；至今已向該服務單位捐助超過澳門幣 230 萬元，以資助有經濟困難人士使用「平安通」服務及開展增值服務，累計超過 10,000 名長者受惠。

It is the 12th consecutive year that Sands Cares Ambassadors have visited the homes of live-alone elderly users of the Peng On Tung Tele-Assistance Services of the General Union for Neighborhoods Associations for end-of-year cleaning and haircut services. To date, Sands China has contributed over MOP 2.3 million to the organization to support people with financial difficulties to use the services of Peng On Tung and help the organization develop more value-added services, which have benefited over 10,000 seniors.



金沙中國關懷大使與澳門扶康會於兒童節前夕攜手送愛暖童心，一連數天參訪 63 家兒童服務機構，為超過 2,500 名弱勢兒童送上購自澳門扶康會的禮物包，讓他們感受社區的關懷及心意，同時為殘疾人士提供機會發揮所長。

Sands Cares Ambassadors partnered with the Fuhong Society of Macau to deliver gift packs purchased from the Society to over 2,500 underprivileged children at 63 children's centers on the days leading up to Children's Day to show them love and care from the community and provide an opportunity for people with disabilities to showcase their strength.



母親節前夕，金沙中國關懷大使探訪聖方濟各安老院，為在場超過 100 名女性長者獻上歌唱表演和送上精美絲巾，分享母親節的喜悅。

Ahead of Mother's Day, Sands Cares Ambassadors visited the Asilo de Sao Francis Xavier Home for the Aged, where they brought joy to over 100 female seniors through singing and presenting silk scarves.



組織金沙中國關懷大使於父親節前夕探訪聖類斯公撒格之家，與會員一同做健康操、玩遊戲，並送贈小禮物。

Leading up to Father's Day, Sands Cares Ambassadors visited the Lar São Luís Gonzaga rehabilitation centre, where they did aerobics and played games with the patients and presented small gifts.



為慶祝澳門回歸祖國 22 周年，金沙中國特意舉辦「童心樂遊慶回歸」活動，邀請共 500 人到「澳門 teamLab 超自然空間」進行沉浸式互動體驗，當中包括本地社服機構成員、其家人以及金沙中國關懷大使，藉此為參加者帶來歡樂的時光，促進家庭和諧。

In celebration of the 22nd anniversary of Macao's return to the motherland, Sands China hosted A Joyful Get-Together - Celebrating the 22nd Anniversary of the Macao SAR, where 500 participants, including members of local social service organizations, their families, and Sands Cares Ambassadors, were invited to have an immersive and interactive experience at teamLab SuperNature Macao, in the hope of promoting family harmony while offering the participants an enjoyable experience.



聖誕節前夕，金沙中國向澳門扶康會購買超過 3,000 份聖誕禮物，贈予 77 間本澳弱勢社群服務機構，關懷大使亦親力親為到該會轄下寶利中心了解服務使用者的工作情況，一起包裝禮物，並協助送貨及派發給服務使用者。

On Christmas Eve, Sands China presented 3,000 Christmas gift packs purchased from the Fuhong Society of Macau to 77 local social service institutions for the underprivileged. Sands Cares Ambassadors also visited Fuhong's Pou Lei Center to learn about the work status of the center's service users, pack the gifts, and help deliver and distribute them to service users.



聖誕節前夕，近 60 名唐寶寶、家長及關懷大使參加與澳門唐心兒協會合辦的「金沙關懷唐心保齡球共融賽」，充分發揮團隊合作精神。賽後隨即進行頒獎儀式，關懷大使亦向唐寶寶及家長送上節日禮品包，為大家送上暖暖的祝福。

With Christmas approaching, nearly 60 children with Down Syndrome, their families, and Sands Cares Ambassadors participated in Sands Cares Bowling Day jointly organized by Sands China and the Macau Down Syndrome Association, bringing team spirit into full play. An award ceremony was held after the competition, where Sands Cares Ambassadors presented festive gift packs to the children and their families, spreading heartwarming blessings all around.

走進社區
Community Outreach



2021 年，金沙中國向澳門仁慈堂社服店捐贈澳門幣 30 萬元，自 2013 年起共捐出澳門幣 260 萬元善款。金沙中國關懷大使亦協助向本澳弱勢家庭派發賀年食物籃，連續 9 年身體力行支持社服店的年度食物籃派發活動。

Sands China donated MOP 300,000 to Holy House of Mercy's Welfare Shop in 2021 and has contributed a total of MOP 2.6 million to the shop since 2013. Sands Cares Ambassadors also helped the shop distribute Chinese New Year food hampers to local disadvantaged families, marking the ninth consecutive year of Sands China's concrete support for the shop's annual food hamper distribution.



連續 3 年與澳門紅十字會合作開展 2021 年度防疫防災社區推廣及應急包項目，由金沙中國關懷大使前往該會總部製作防疫颱風應急包，以及為澳門歸僑總會的會員免費舉辦民防講座，旨在助力本澳社區抗疫，並加強應對颱風的準備措施，至今共 2,100 戶有需要家庭受惠。

Sands China continued to run its disaster and pandemic prevention program in collaboration with the Macau Red Cross in 2021, the third consecutive year of this initiative. Sands Cares Ambassadors went to Macau Red Cross headquarters to help prepare the sanitization and emergency typhoon response kits and held free seminars on pandemic and disaster prevention for members of the Association of Returned Overseas Chinese Macau, in a bid to assist the Macao community in pandemic prevention and enhance preparations against typhoons. A total of 2,100 households in need have benefited from the program to date.



疫情下，金沙中國關懷大使及其家人參與「2021 澳門明愛慈善跑」年度籌款活動，身體力行一同參與線上跑，活動所籌得之善款將全數用作明愛興建小型安老院之用。

During the pandemic, Sands Cares Ambassadors and their families participated in Caritas Macau's 2021 Charity Run, which was held as a virtual event that year. All the funds raised through this event are being used for building a small elderly home.



約 150 名金沙中國員工及關懷大使、來自澳門聖若瑟大學以及澳門博彩從業員志願互助支援隊的義工，為社會企業潔世（Clean the World）攜手製作 20,000 個個人衛生用品福袋，協助改善有需要人士的健康及福祉。自 2004 年起，金沙中國連續 8 年與潔世開展個人衛生用品福袋製作全球志願活動，至今合力製作的福袋數量達 30 萬個。

A group of around 150 volunteers from Sands China, the University of Saint Joseph, and the Macao Gaming Industry Employees Mutual Support Group jointly assembled 20,000 hygiene kits for social enterprise Clean the World, helping people in need improve their health and wellbeing. Since 2014, Sands China has partnered with Clean the World for 8 consecutive years to prepare hygiene kits for people across the world, and 300,000 kits have been assembled to date.



颱風「圓規」襲澳前夕，金沙中國向澳門明愛緊急捐贈 8,000 件個人衛生用品，以支援其分別設於匯應服務中心及利瑪竇中學的臨時安置服務。此外，為減低強颱風來襲對社服單位可能造成的影響，金沙中國亦主動聯繫多間機構，安排其復康巴士停泊在集團旗下物業的安全位置，讓車輛免受颱風損毀。

As tropical cyclone Kompasu approached Macao, Sands China donated 8,000 personal hygiene items to Caritas Macau to offer urgent support to its temporary shelter service at Vui leng Service Centre and Colégio Mateus Ricci. Sands China also proactively reached out to NGOs and arranged parking for rehabilitation vehicles at its properties to prevent potential damage to the vehicles.

歡樂時光
Happy Outings



澳門婦女聯合總會會員在金沙中國關懷大使的陪同及導賞下參加「倫敦人奇妙之旅」，參觀及體驗此最新英倫主題綜合度假村，作為金沙關懷家庭健康推廣系列活動之一。

As part of the Sands Cares Family Health and Wellness Series, Sands Cares Ambassadors accompanied and guided members of the Women's General Association of Macau during their participation in The Londoner Discovery Journey, through which they visited and experienced the newly inaugurated British-themed integrated resort.



金沙中國關懷大使陪同澳門天主教聖若瑟勞工主保堂聾人福傳組的成員在「澳門 teamLab 超自然空間」進行一場沉浸式互動體驗，藉此積極回饋社區，致力構建傷健共融和諧社會。

Sands Cares Ambassadors hosted deaf Catholics based at St. Joseph the Worker Church for a guided tour of the immersive art space at teamLab SuperNature Macao, as part of Sands China's efforts to give back to the local community and to promote social harmony and inclusion.



邀請 120 名澳門視障人士及家屬互助會會員在澳門巴黎人舉行生日派對，由金沙中國關懷大使陪同他們享用下午茶點及欣賞娛樂表演，為他們帶來了歡樂難忘的時光，藉此豐富視障人士的生活，促進共融和關愛。

Sands China held a birthday party for 120 members of the Mutual Support Association for the Visually Impaired and Their Families in Macau at The Parisian Macao, where they enjoyed afternoon refreshments and entertainment and had a joyous and memorable time with Sands Cares Ambassadors. Through this birthday party, we hoped to enrich the life of people with visual impairments and help build a community of love and inclusion.



邀請三家社企，包括澳門扶康會旗下的葡角餐廳、澳門弱智人士服務協會旗下的心明治小食店，以及澳門戒毒康復協會所屬咖啡廳，於「2021 金沙物美嘉年華」設置美食攤位；五家社福機構於嘉年華的文化創意區設置攤位，包括澳門特殊奧運會、人人流浪狗澳門義工團、澳門利民會轄下利民坊、澳門循道衛理聯合教會社會服務處「樂晴展能計劃」，以及澳門扶康會。近 100 位金沙中國關懷大使一連三天於嘉年華的會場內提供支援，包括協助社服機構的攤位運作等。

Sands China invited three social enterprises to set up food stands at the 2021 Sands Shopping Carnival: the Corner of Portuguese Cuisine Cantinho Luso of the Fuhong Society of Macau, the Casa de Petisco "Sam Meng Chi" of the Macau Association for the Mentally Handicapped and the "Hold on to Hope" Café of the Association of Rehabilitation of Drug Abusers of Macau. Additionally, five community organizations also ran booths in the carnival's Cultural & Creative Zone: Macau Special Olympics, Everyone Stray Dogs Macau Volunteer Group, The Corner Shop of the Richmond Fellowship of Macau, SJ program of the Social Service of Macau Methodist Church, and Fuhong Society of Macau. Nearly 100 Sands Cares Ambassadors provided on-site support during the three-day event, including helping community organizations run their booths.



邀請澳門自閉症協會、善牧會、同善堂小學及澳門唐心兒協會會員體驗嘉年華，在金沙中國關懷大使的陪同下，一同參與小廚神工作坊及在兒童遊樂專區玩樂。

Members of the Macau Autism Association, Sisters of the Good Shepherd, Escola Tong Sin Tong Primary School and the Macau Down Syndrome Association were invited to join the Little Master Chef Workshop and have fun in the carnival's Play and Fun Kids Area in the company of Sands Cares Ambassadors.



特邀澳門特殊奧運會的「特奧小記者」學員一連三天參與「2021 金沙物美嘉年華」實地採訪及報導，體驗記者的工作。

Some Macau Special Olympics members were invited to join the three-day 2021 Sands Shopping Carnival as news reporters.



邀請超過 100 名來自黑沙環明暉護養院的失智症長者及其照顧者到訪澳門倫敦人，在金沙中國關懷大使的陪同及導賞下，體驗歐遊的樂趣，並向他們送上傳統紙製燈籠，預祝中秋。

Over 100 seniors with dementia and their caregivers from Lar de Cuidados "Sol Nascente" da Areia Preta were invited to visit The Londoner Macao and enjoy a British tour given by Sands Cares Ambassadors, who also presented traditional paper lanterns in celebration of the upcoming Mid-Autumn Festival.



金沙中國贊助「澳門特奧會 2021 年賣旗日頒獎禮暨滾球體驗日」，表揚籌款成績優異及積極參與的學生義工。頒獎禮前更設滾球體驗環節，讓前來參與的學生、嘉賓及關懷大使體驗特奧滾球基本規則及動作訓練，促進各界對特奧共融運動的瞭解和認識。

Sands China sponsored the 2021 MSO Flag Day Prize Ceremony and Bocce Experience to honor student volunteers who had actively participated in the activity and achieved great fund-raising results. A bocce experience was arranged before the prize ceremony, introducing the participating students, guests, and Sands Cares Ambassadors to the basic rules and training of the Special Olympics bocce competitions and increasing the society's understanding of the inclusive sports featured in the Special Olympics.

學習感悟

Enriching Experiences



金沙中國關懷大使在陪同澳門天主教聖若瑟勞工主保堂聾人福傳組聽障人士體驗「澳門 teamLab 超自然空間」前，特意參與手語工作坊，學習手語基礎及與聽障人士的溝通技巧，以提升自身與聽障人士的互動溝通能力。

Before hosting deaf Catholics based at St. Joseph the Worker Church for a guided tour of teamLab SuperNature Macao, Sands Cares Ambassadors attended a special sign language workshop to learn the fundamentals of sign language and skills for communicating with the hearing impaired, thereby elevating their interaction and communication skills.



與失智症長者同慶中秋活動前，參與活動的金沙中國關懷大使出席了為期兩天的工作坊，透過護養院代表的講解認識失智症，從而了解更多照顧這類長者需要注意的事項，以及應如何安全地與他們出行。

Before hosting seniors with dementia for an early Mid-Autumn Festival celebration, participating Sands Cares Ambassadors attended a two-day dementia workshop conducted by representatives from the Sol Nascente Centre, where they learned more about dementia and received tips on how to look after and safely escort seniors with dementia.



金沙中國關懷大使參與由澳門婦女聯合總會屬下機構 — 婦聯心理治療中心主任劉振峰主講的「協助子女減壓」工作坊，透過經驗分享及角色扮演等實踐練習，進一步宣傳家庭和睦的重要性。

Sands Cares Ambassadors participated in a workshop on helping children reduce stress hosted by Henry Lao from the Psychotherapy Center of the Women's General Association of Macau, promoting the importance of family harmony through practical exercises such as experience sharing and role playing.



金沙中國贊助澳門唐心兒協會製作紀錄片《心兒》，記載 10 位患有唐氏綜合症的人士在家庭、愛情、友情方面的真實經歷。金沙中國組織關懷大使出席紀錄片公開放映會，認識唐寶寶的日常生活，從而促進社區共融。

Sands China sponsored the Macau Down Syndrome Association for its production of the documentary My Beating Heart, a film about the real-life experiences of 10 people with Down Syndrome as they navigate family, love, and friendship. Sands China also arranged for Sands Cares Ambassadors to attend a public screening of the documentary, helping them learn about the daily life of people with Down Syndrome and in promotion of social inclusion.

關懷大使特刊創刊
Debut of Sands Cares Ambassador Times

為了加強團隊成員對「金沙關懷大使計劃」的認識，回顧過往及預告未來志願活動，提高義工們的歸屬感和招募更多有興趣投入志願服務的員工，《關懷大使特刊》於 2021 年中創刊，於各物業後勤區域供免費索取。

The Sands Cares Ambassadors Times launched in mid-2021 as a way to increase team members' knowledge of the Sands Cares Ambassador program, to introduce past and future volunteer activities, heighten volunteers' sense of belonging, and recruit more team members who are interested in volunteerism. The publication is available free of charge from the back-of-house areas of all Sands China properties.









永遠懷念我們卓越的領袖
In memory of our beloved leader

艾德森先生
Mr. Adelson









拉斯維加斯金沙全球公民獎
Las Vegas Sands Global Citizenship Award

得獎者感言 Winners' Thoughts



一起回顧金沙中國關懷大使以往參與的精彩活動！
Let's review some of the highlights of Sands Cares Ambassador activities!



精彩回顧
Milestones

2009 成立「金沙中國關懷大使計劃」，成為首個開展社區服務的澳門博彩企業機構。
Established the Sands Cares Ambassador programme to become the first integrated resort operator to setup a volunteer team



2010 首次為不安頓呼籲中心的獨居長者舉行連續六週年。
The first Chinese New Year spring cleaning community service project for two-time elderly users of the Peng On Tung Tak-Assistance service

2011 首次於澳門博彩企業的參與者組成義隊伍，並把賽事所得全部善款捐贈給慈善團體。
Set up game booth at Cotai Bazar for the first time, with all proceeds, without deducting costs, donated to Caritas Macau, we were the first integrated resort operator to participate and have a game booth at Cotai Bazar



2013 金沙中國關懷大使Facebook 專頁正式上線。
Launch of Sands Cares Ambassadors Facebook page

首次與社會企業舉辦非洗手間衛生用品包裝中立動，成為全澳首間參與該活動的綜合度假村營運商。
Held the first hygiene kit building event with social enterprise Clean the World, we were the first integrated operator to launch such an event in Macau

2014 參與澳門特殊奧運會舉辦的「健康運動員計劃」，提供醒獅人員為特奧運動員進行免費健康檢查
Supported Macau Special Olympics Healthy Athletes programme, assisting medical practitioners to conduct complimentary health screenings for MSO athletes

2017 為颱風「天鴿」襲澳後提供援助與支援工作
Offered help and support to the Macau community after Typhoon Hato

2019 首次前往香州地區探訪用戶
「金沙中國關懷大使」Facebook 專頁正式升級為「金沙關愛」
First visit to families in China's Conglena county
"Sands Cares Ambassador Programme" Facebook page transformed to "Sands Cares"

2020 成立金沙中國關懷大使計劃工作委員會
Set up Sands Cares Ambassador Working Committee

《金沙中國關懷大使》特刊創刊號首發
金沙中國首屆營運總裁辦公室
二零二一年七月

關懷弱勢 樂助社群



成立金沙中國關懷大使計劃工作委員會
Setting Up Sands Cares Ambassador Working Committee



心繫家國　幫扶義不容辭

Resolute Commitment and Support to the Country

▶ 支援鄭州抗洪救災

2021 年 7 月，河南省鄭州市遭遇罕見持續暴雨，造成嚴重破壞。金沙中國透過中聯辦的協調下，義不容辭地捐出澳門幣 1,000 萬元支援鄭州的抗洪救災工作，期望透過捐款協助受災同胞共克時艱、早日重建家園，盡快恢復正常生活。

In coordination with the Liaison Office of the Central People's Government in the Macao SAR, Sands China pledged to donate MOP 10 million to support flood relief efforts in Zhengzhou, Henan province, which was hit by severe flooding due to unprecedented heavy rains in July 2021. The donation was made to provide relief to those affected and help them rebuild their homes and their lives.

▶ 助力從江縣全面脱貧　持續鞏固脱貧成果

金沙中國於 2021 年 11 月獲邀出席由澳門特別行政區政府和中聯辦主辦的「『思源同心 · 攜手圓夢』澳門幫扶貴州省從江縣脱貧攻堅展」網上展啟動儀式，透過圖文並茂的展覽讓廣大市民重溫本澳社會各界眾志成城助力從江縣脱貧以及了解有關工作的點滴。

Sands China was invited to attend the opening ceremony for an online photo exhibition in November 2021 that showcased Macao's involvement in helping Congjiang county fight poverty. The exhibition let the general public learn about the relief efforts contributed by all sectors of society.

金沙中國自 2018 年起積極響應澳門特區政府及中聯辦的號召，承擔企業社會責任，動員多個相關部門力量和資源投入從江縣扶貧攻堅工作，高效地落實了多項扶貧舉措，其中包括向當地採購多項農特產品以助其打開澳門乃至國際市場、向縣內五個重點扶助村落捐贈 560 盞太陽能路燈以及先後兩度組織合共逾一百位金沙中國關懷大使前往從江探訪當地貧困家庭等。

Sands China has been actively undertaking corporate social responsibility in response to the call of the Macau SAR government and the Macao Liaison Office since 2018. We have effectively implemented a number of poverty alleviation measures, such as the procurement of a variety of agricultural goods from Congjiang to help the county explore business opportunities in Macao and even in the international market, the donation of 560 solar-powered street lamps to five key villages, and two visits of more than 100 Sands Cares Ambassadors to impoverished families in the county.

2020 年底，從江縣逾 13 萬人全面脱貧的喜訊印證了本澳社會各界三年來共同努力的力量，充分展現了澳門同胞的家國情懷。

At the end of 2020, the encouraging news that more than 130,000 people in Congjiang had been completely lifted out of poverty confirms the strength of the Macao community's three-year effort, fully demonstrating the positive feelings of Macao citizens towards the motherland. Sands China will continue to aid the county in securing poverty alleviation achievements and implementing the rural revitalization strategy.


思源同心 攜手圓夢
澳門幫扶貴州省從江縣脫貧攻堅展
—— 啟動儀式 ——
2021年11月15日












小学脱贫攻坚助学
金沙中国捐赠银潭小学
学习用品


团结进取


从江县谷坪乡银
金沙中國關愛大使
Sands
CARES

綠色營運

Sustainable Operations



落實綠色營運　實現永續發展

Embracing Sustainability with Eco-Minded Business Operations



落實綠色營運　實現永續發展

Embracing Sustainability with Eco-Minded Business Operations

金沙中國在其企業責任平台透過有關地球責任的支柱展現對環境的承諾。在屢獲殊榮的「金沙環保 360」全球可持續發展策略的指引下，我們盡力減低企業運營對環境造成的影響，從而推動節能和可持續營運。

Sands China's commitment to the environment is part of the Planet pillar of its corporate responsibility platform, and its award-winning Sands ECO360 global sustainability program, which guides its efforts to minimize environmental impact, promote conservation practices and operate sustainably.

金沙中國 2021 年可持續發展亮點

Sands China 2021 Sustainability Highlights

能源效益項目投資達 **190 萬美元**

US$1.9 million invested in energy-efficiency projects

通過實施 5 個環保項目，每年減少能源消耗達 **909,262 千瓦時**

909,262 kWh in annual energy savings through 5 eco projects

通過太陽能熱泵節能熱水系統產生 **275 千焦** 能源

275 GJ of energy produced with solar thermal-heat pump hybrid energy plant

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通過國際可再生能源證書（I-REC）獲得 **4 萬兆瓦時** 的可再生電力

40,000 MWh of electricity generated from renewable sources via I-REC certificates

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轉化 **7,369 公噸** 堆填區及焚化爐廢物

7,369 metric tons of waste diverted from landfills and incineration

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員工餐廳減少，回收或轉化廚餘 **18.4%**

18.4% of food waste prevented, rescued or diverted from team member restaurants

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2021 年可持續採購：

- **全部** 床單由可持續性材料製成
- 採購的燈泡 **99% 以上** 為 LED 燈
- **98%** 的衛生用品為紙製
- 海鮮總採購金額中 **27%** 為可持續海鮮

2021 Sustainable Sourcing:

- **100%** of bed linens sourced sustainably
- **99%+** of light bulbs procured are LEDs
- **98%** of hygiene products are paper-based
- **27%** of total seafood spend was on sustainable seafood

金沙中國推出**「全球藍鰭金槍魚政策」**，禁止採購非海洋管理委員會（MSC）或水產養殖管理委員會（ASC）認證的藍鰭金槍魚，並限制僅特定餐廳能夠購買此類產品

Furthered the company's sustainable seafood commitment by rolling out a **global bluefin tuna policy** that prohibits purchase of non-MSC or ASC-certified bluefin tuna and limits purchasing of certified products to specific restaurants

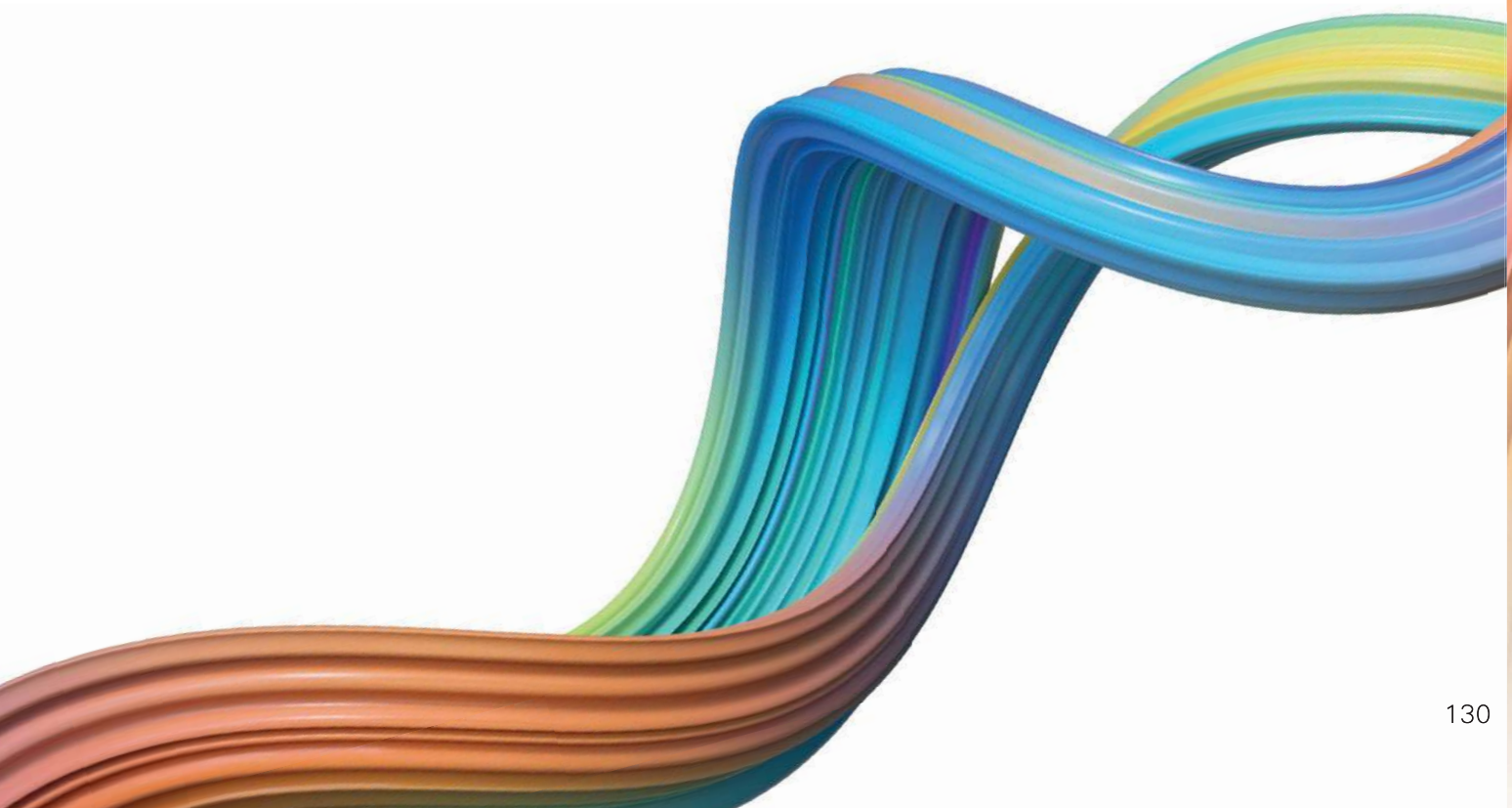
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49% 金沙品牌的水瓶由可持續性材料 rPET 製成

49% of Sands China-branded water bottles made from sustainable materials (rPET)

擁有 **34 輛**由電力或壓縮天然氣驅動的**清潔能源穿梭巴士**；公司致力在 2023 年前實現車隊 100% 使用清潔能源

34 clean-energy guest shuttle buses powered by electricity or compressed natural gas, and the company aims to achieve 100-percent incorporation in its fleet by 2023.



2025 年環境、社會及管治（ESG）目標
2025 ESG Targets

環保目標 — 地球 Environment Targets — Planet	2025 年前 by 2025
減少溫室氣體排放量[1] Reduction in greenhouse gas emission[1]	17.5%
（員工餐廳）每位用餐者減少或轉化廚餘 Food waste per cover prevented or diverted (team member restaurants)	25%
營運轉化率上升至 Increase in the operational diversion rate to	20%
每活動平方英呎用水量減少[2] Reduction in water per active square foot[2]	3%
金沙中國品牌水瓶由可持續性材料製成的百分比 Sands China-branded water bottles made from sustainable materials	100%

[1] 與 2018 年基準相比 From a 2018 baseline year

[2] 與 2019 年基準相比 From a 2019 baseline year

此外，我們更在低碳排放和可再生能源，以及減少浪費、廚餘、塑膠和包裝方面設定了新目標，以實現更大的抱負。

這些新目標與中國和澳門在 2030 年前實現碳達峰和 2060 年前實現碳中和的目標一致，符合《澳門特別行政區經濟和社會發展第二個五年規劃（2021-2025 年）》以及近期公佈的《澳門環境保護規劃（2021-2025）》中訂定的指導方針。

在科學基礎減量目標倡議的指引下，我們將低碳轉型的重點放在能源效率、可再生能源和交通運輸，以減少氣候影響。

The company added new targets and increased its ambitions in the areas of low carbon emissions, renewable energy, waste, food waste, and plastic and packaging.

These new targets are aligned with PRC and Macao targets to have CO2 emissions peak before 2030 and achieve carbon neutrality before 2060 and in line with guidelines published in the Second Five-Year Plan for the Macao Special Administrative Region on Economic and Social Development (2021-2025), as well as the recently released Environmental Protection Planning of Macao (2021-2025).

Guided by the Science Based Targets initiative, Sands China focused its low-carbon transition strategy on reducing climate impact through energy efficiency, renewable energy and transportation.

金沙環保 360 策略
Sands ECO360 Strategy

環境可持續性是金沙中國的營運基石，也是我們在度假村開發和營運管理過程中的策略性舉措。我們對地球生態的責任，與我們致力為賓客提供卓越服務以及對員工和社區的承諾有著同等的重要性。在屢獲殊榮的「金沙環保 360」全球可持續發展策略的指引下，我們致力於本澳推行有關可持續建築開發、度假村運營以及綠色會議和活動方面的可持續措施，以最大限度減少對環境的影響，以下是 2021 年的重點舉措：

Environmental sustainability is a cornerstone of Sands China's business and a strategic imperative as the company develops its resorts and manages their ongoing operations. The company views its responsibility to the planet to be just as important as its service excellence standards and its commitment to people and the community. The award-winning Sands ECO360 global sustainability program guides our commitment to minimizing environmental impact and promoting sustainability practices in our region, by defining its work in sustainable building development, resort operations, and green meetings and events, with the following areas of focus in 2021:

▶ 能源效率 Energy Efficiency

作為減少溫室氣體排放的重要策略，金沙中國推出多個減少能耗的舉措。2021 年我們對澳門威尼斯人的中央控制管理體系進行改善工程，並將在今後幾年陸續於旗下所有物業推行上述工作。我們亦完成澳門倫敦人、金光綜藝館及後勤區的三個 LED 照明改裝項目，並著手在澳門百利宮安裝高溫熱泵，以取代液化石油氣鍋爐。

Sands China has several initiatives in place to reduce energy consumption, which is our foundational strategy to decrease greenhouse gas emissions. We initiated enhancements to the central control and management systems at The Venetian Macao in 2021, and will proceed with these improvements across all our properties over the next few years. The company has also completed three LED lighting retrofit projects at The Londoner Macao, the Cotai Arena and back-of-house areas, and began installing a high-temperature heat pump at The Plaza Macao, replacing the need for liquid petroleum gas boilers.

▶ 節能路演 Energy - Saving Roadshow

為支持 2021 年世界環境日，金沙中國舉辦了為期兩週的節能路演，讓員工以優惠折扣價購買節能 LED 燈泡及一系列環保產品，並鼓勵員工將家中的舊燈泡帶到指定的回收點進行回收。節能路演期間共售出 750 件 LED 照明產品。

In support of World Environmental Day 2021, Sands China hosted a two-week Energy Saving Roadshow, which provided team members with an opportunity to purchase energy-efficient LED light bulbs and an array of eco-friendly products at discounted prices. Team members were also encouraged to bring old light bulbs to a designated drop-off point for recycling. Through this initiative, 750 LED lighting products were sold.

響應「地球一小時」 Support to Earth Hour

金沙中國旗下物業於 3 月 27 日關閉外牆及非主要的室內照明一小時，以支持和響應全球節能活動「地球一小時 2021」，同時亦標誌著金沙中國連續第 13 年與世界各地的企業及大眾共同參與這項久負盛名的全球性活動；公司旗下所有物業均有參與。

Sands China properties turned off their exterior lights and non-essential indoor lights for one hour on March 27, in support of Earth Hour 2021. The company has been a long-time supporter of this well-established global event, having joined businesses and individuals around the world to support Earth Hour for 13 years. All Sands China properties take part in the lights-off activity.

除響應此項年度活動外，金沙中國多年來亦持續於每月進行「地球一小時」關燈活動，在每月的首個星期二關掉物業外牆照明、指示牌及戶外大型屏幕一小時，從而大幅增加節能成效。

In addition to its yearly participation, Sands China has been taking the initiative for several years to observe Earth Hour on a monthly basis, switching off properties' exterior lights, signage and marquees for one hour on the first Tuesday of each month-greatly multiplying the positive effects of the energy-saving endeavour.

水為善項目 Drop by Drop Project

水為善項目是金沙中國母公司拉斯維加斯金沙集團與潔世基金會於 2020 年共同創立；金沙中國通過該項目資助澳門聖若瑟大學科學及環境研究所進行可持續課題的研究。2021 年，該研究所第二年獲得此項目資助，繼續開展對澳門紅樹林的研究。

The Drop by Drop project was launched in 2020 by Sands China's parent company Las Vegas Sands Corp. and the Clean the World Foundation, through which Sands China has funded the Institute of Science and Environment at the University of Saint Joseph (USJ) in Macao to conduct research on sustainability topics. In 2021, as a second-year project grantee, the Institute continued to study Macao's mangroves.





- 作為短期課程的一部分，該研究所的項目團隊在澳門海岸線開展實地考察，收集了100 個沉積物樣本進行碳分析，並每月進行實驗室試驗以測量碳含量。

The Institute's project team conducted field work collecting 100 sediment samples for carbon analysis along the Macao coastline as part of a short course and conducted monthly laboratory experiments to measure the carbon content.

- 項目團隊亦舉辦了兩場公開講座，宣傳紅樹林對澳門生態系統的重要性，合共 65 人參加。

The project team also hosted two open lectures with 65 participants to promote the importance of mangroves to the Macao ecosystem.

- 該團隊更與本地學校組織了兩次紅樹林流動展覽及四次實地考察，為 3,000 多名學生進行濕地生態系統和可持續教育。

The team also organized two mobile mangrove exhibitions and four field trips with local schools to educate more than 3,000 students about wetland ecosystems and sustainability.

- 作為「以自然為本的解決方案（NbS）建構更乾淨更安全的澳門」項目的一部份，該研究所舉辦了為期五天的研討會，內容包括線上講座和實地考察。講座邀請了來自葡萄牙、奧地利和希臘的專家分享他們在 NbS 方面的專業知識，為與會者帶來啟發。研討會由聖若瑟大學教授 Karen Tagulao 主持，前三天為線上講座，後兩天則前往本澳的紅樹林和廢物收集商「澳門清潔專營有限公司（CSR）」的綠化天台進行實地考察。研討會吸引了來自澳門、香港、歐洲和非洲共 40 名人士參與，當中包括金沙中國員工。

The Institute organized a 5-day workshop including online sessions and field visits delivered within the context of the project "Nature-based Solutions (NbS) for a Cleaner and Safer Macao," with invited speakers from Portugal, Austria and Greece sharing their expertise and inspiring the participants about NbS. The workshop was guided by Professor Karen Tagulao from USJ. The workshop began with three days of online sessions and ended with two days of field trips to Macao's coastal mangroves and the green rooftop of CSR Macao, a local waste collection company. The workshop successfully took place with around 40 participants from Macao, Hong Kong, Europe and Africa, including Sands China team members.



▶ 聯合國可持續發展目標工作坊 U.N. SDGs Workshop

可持續發展團隊邀請員工參與其與合作夥伴澳門世望屋國際發展促進會（世望屋）共同舉辦的三場趣味互動工作坊，從而了解聯合國制定的 17 個可持續發展目標；這些目標正引領本澳、中國以及世界各地為建設一個更美好和可持續發展的世界而努力。

The Sustainability team invited team members to learn about the 17 Sustainable Development Goals (SDGs) set by the United Nations (U.N.) through three sessions of fun and interactive workshops, together with partner organization Genervision House. These global goals are guiding global, national and local efforts to transform our world into a better and more sustainable place.

實際上，金沙中國的 ESG 策略與當中 11 個聯合國可持續發展目標一致，涵蓋地球、人才和社區三大支柱。員工積極參與這些工作坊，分享他們在實現聯合國 17 個可持續發展目標過程中如何紮根本土，放眼世界。

In fact, Sands China's ESG strategy is aligned with 11 of the U.N. SDGs, across its 3 pillars Planet, People and Community. Team members participated enthusiastically in the workshop, sharing how they can think globally and act locally with the 17 Goals in mind.





▶ 世界環境日 World Environment Day

為支持 6 月 5 日的 2021 世界環境日，金沙中國參與了澳門環境保護局（環保局）舉辦的一系列活動，並將旗下零售商鋪所收取的 25,000 澳門元膠袋費捐贈予本地非政府組織綠色未來；捐贈儀式在環保局舉辦的粵港澳三地 2021 年世界環境日紀念活動上舉行。

In support of the 2021 World Environment Day on June 5, Sands China participated in a series of activities organized by the Macao Environmental Protection Bureau (DSPA). The company donated MOP 25,000 (USD 3,100) in plastic bag levies collected from retail shops to local NGO Green Future Macau. The donation was made at a festival celebrating World Environment Day 2021 between Guangdong, Hong Kong and Macao, organized by the DSPA.

「七月走塑」工作坊 Plastic Free July Workshop

為支持「七月走塑」活動，金沙中國邀請員工參與其與合作組織綠色未來共同舉辦的環保肥皂工作坊。通過此工作坊他們學會如何把從公司旗下物業回收的咖啡渣進行再利用，製作自家的零塑膠身體磨砂皂，以及如何選擇環保肥皂，例如將含有微膠珠的身體磨砂塑料瓶換成零塑膠肥皂棒。來自綠色未來的嘉賓講者陳俊明亦向員工介紹了塑料污染以及微塑膠對海洋、食物鏈和健康的負面影響。

In support of Plastic Free July, Sands China invited team members to join the Eco-friendly Soap Workshop together with its partnered organization, Green Future Macau. Team members were able to learn how to make their own plastic-free body scrub soap by reusing coffee grinds collected from its properties and how to choose eco-friendly soap, such as by switching plastic bottles of body scrubs with microbeads for plastic-free soap bars. Guest speaker Joe Chan from Green Future Macau gave team members an informative presentation on plastic pollution and the negative impact of microplastics on oceans, the food chain, and health.

減少廚餘 Food Waste Reduction

金沙中國旗下所有物業均已實施其「減少廚餘浪費計劃」，計劃包括為實現環保目標而推行的廚餘教育、分類及數據分析。

2021 年，我們添加三套 Winnow Vision 人工智能系統，並將這款測量工具引入到集團旗下全部五所度假村物業。該系統提供實時數據，用以監控進度及提供指引，從而協助廚房團隊對菜單進行相應調整。

引進該系統後，各物業廚餘量每人每餐比 2020 年減少 6%。我們正研究日後將該技術應用到賓客自助餐廳和宴會。

All Sands China properties have implemented the company's Food Waste Minimization Program. This program includes food waste education, separation and data analysis to achieve its goals.

In 2021, Sands China added three Winnow Vision artificial intelligence (AI) units to incorporate this important measurement tool at all five properties. The units provide real-time data that monitors progress and determines response, helping the kitchen team make menu adjustments.

As a result, the company's properties realized a 6% decrease in food waste per cover compared to its 2020 volume. We are exploring future implementation of this technology in guest buffet restaurants and in banqueting.

營造綠色工作環境 Promoting A Green Workplace

金沙中國連續第六年推行辦公室清潔回收活動，鼓勵所有員工將辦公室和家中的可回收物品帶到位於公司後勤區的特定攤位進行回收，從而提高員工對資源回收重要性的認識。

此次活動中，金沙中國特別邀請本地中小企「泰安環保回收再造廠有限公司」於旗下物業設置回收攤位。現場亦安排該公司的人員解答回收相關問題，而「金沙環保360」大使亦協助進行垃圾分類，並教授員工如何妥善清潔和分類回收物品。

各式各樣的回收物品包括紙類、塑膠、金屬、電池、照明設備、玻璃、電子產品、咖啡膠囊、鋁罐、碳粉盒和碳粉匣、小型電器及燈泡等物品；公司透過活動合共收集了 1,820 公斤可回收物品。

Sands China ran its Clean the Office recycling campaign for the sixth consecutive year, encouraging team members from all departments to bring recyclable items from the office and from home to a recycling booth set up at the company's back-of-house areas. The campaign's objective is to encourage team members' awareness of the importance of cleaning items to be recycled.

For this event, Sands China invited local SME Taion Environmentalist Recycling & Regeneration Factory Ltd. to set up booths at Sands China properties. On-site staff from Taion were available to answer any recycling-related questions, and our Sands ECO 360 Ambassadors helped sort waste and taught team members how to properly clean and sort recycling.

Team members were able to drop off a wide variety of recyclable waste at the booth, including paper, plastic, metal, batteries, lighting, glass, electronics, coffee capsules- everything from aluminium cans, toner and ink cartridges to small household appliances and light bulbs, among many others. During the event, the company collected 1,820 kg of recyclable items.



可持續發展參觀之旅 Sustainability Tours

為更詳細介紹金沙中國各項主要可持續發展倡議，推動可持續發展概念，公司視各項相關的教育工作和實地考察為重點工作。在過去的一年，金沙中國邀請各持份者參與於公司員工後勤區開展的可持續發展參觀之旅，讓他們更瞭解公司推行的金沙環保 360 全球可持續發展策略及能效項目。這些持份者包括：

To better promote the concept of sustainability and introduce the key sustainability initiatives that Sands China has been engaging in, education and field-trips are key. In the past year, Sands China has invited different groups of stakeholders to join sustainability tours at the company's back-of-house areas to understand our Sands ECO360 Global Sustainability Strategy and energy efficiency projects. The groups included:

- 澳門英國商會會員
  The members of The British Chamber of Commerce in Macao



- 澳門葡文學校師生
  Students and teachers from the Macau Portuguese School (EPM)



- 魯彌士主教幼稚園師生
  Students and teachers from D. José da Costa Nunes kindergarten



- 澳門城市大學師生。澳門城市大學亦成立了一個可持續發展社團，致力提高學生對可持續發展目標的認識，將可持續發展融入企業營運策略，並探討可持續性營運策略對社區的貢獻。

  Students and teachers from City University of Macau (CityU). CityU also developed a sustainability club, which aims to raise students' awareness of Sustainable Development Goals (SDGs), to integrate sustainability into business strategies and how businesses can make a difference in the local community.



- 為加深公眾對塑膠污染的認識，我們邀請了澳門國際學校的師生在澳門威尼斯人劇場觀看紀錄片《怒海控塑》。

  To raise awareness of plastic pollution, we invited students and teachers from The International School of Macao (TIS) to watch the documentary "A Plastic Wave" at The Venetian Theatre.



- 聖若瑟大學師生
  Students and teachers from the University of Saint Joseph (USJ)



▶ 獎項及認可 Awards and Accreditations

道瓊斯可持續發展亞太指數 Dow Jones Sustainability Asia Pacific Index

金沙中國獲標準普爾道瓊斯指數認可，納入道瓊斯可持續發展亞太指數成份股，成為唯一入選道瓊斯可持續發展亞太指數的綜合度假村企業。

Sands China has been recognised by the S&P Dow Jones Indices by qualifying as a constituent of the Dow Jones Sustainability Asia Pacific Index, making it the only integrated resort company included in the DJSI Asia Pacific.

道瓊斯可持續發展指數被譽為評定全球主要企業在環境、社會及負責任管治三大方面實踐成效的一個重要指標。金沙中國憑藉其在環境、社會和管治方面的業內領先表現，得以在該指數於全球消費服務領域的三間入選企業中，成功佔一席位。

This prestigious index recognises the world's leading companies for their performance in environmental and social issues, as well as practices for responsible governance. Sands China's inclusion in the index is a testament to its industry-leading performance in environmental, social and governance (ESG) efforts. In the world Consumer Services space, Sands China was one of only three companies named in the Asia Pacific index.

澳門環保酒店獎 Macao Green Hotel Award

澳門金沙酒店獲得 2021 年「澳門環保酒店獎」金獎；金沙中國旗下各酒店物業亦曾榮獲這一獎項，包括：

With Sands Macao winning a Macao Green Hotel Gold Award 2021, all of the hotels at Sands China's properties are now on the list of awarded hotels.

- 澳門金沙 Sands Macao
- 澳門威尼斯人 The Venetian Macao
- 澳門巴黎人 The Parisian Macao
- 路氹金光大道澳門四季酒店 Four Seasons Hotel Macao Cotai Strip
- 澳門康萊德酒店 Conrad Macao
- 澳門倫敦人酒店 The Londoner Hotel
- 澳門喜來登大酒店 Sheraton Grand Macao
- 澳門瑞吉酒店 St. Regis Macao

「澳門環保酒店獎」於 2007 年設立，由澳門環境保護局主辦、旅遊局協辦，旨在推動本澳酒店業界實施環境管理，並向推行環保設施的酒店予以嘉許。

Launched in 2007, the Macao Green Hotel Awards are organised by the Environmental Protection Bureau in collaboration with the Macao Government Tourism Office. The awards were created to raise awareness of the importance of environmental management in Macao's hotel industry and to commend those hotels that have adopted environmental measures.

「香港企業可持續發展指數」和「大灣區企業可持續發展指數」

Hong Kong Business Sustainability Index (HKBSI) & Greater Bay Area Business Sustainability Index (GBABSI)

金沙中國連續第二年入選「香港企業可持續發展指數」（HKBSI）和「大灣區企業可持續發展指數」（GBABSI）前 10 名。HKBSI 由香港中文大學商學院商業可持續發展中心發佈，旨在顯示恒生指數成份股公司在業務可持續方面的發展和表現，有助鼓勵公司在日常營運中履行企業社會責任。GBABSI 同樣由中大商學院商業可持續發展中心發佈，是首個大灣區企業可持續發展指數，旨在鼓勵在大灣區營運的公司推行更多可持續發展策略。

Sands China is ranked for the second straight year in the top 10 in both the Hong Kong Business Sustainability Index (HKBSI) and the Greater Bay Area Business Sustainability Index (GBABSI). Run by The Chinese University of Hong Kong (CUHK) Business School's Centre for Business Sustainability, the Hong Kong index charts the ongoing development and performance of Hang Seng Index constituent companies on business sustainability, aiming to encourage them to adopt corporate social responsibility as a progressive business model to achieve business sustainability. Also run by CUHK, the wider-reaching Greater Bay Area index is the first-of-its-kind business sustainability index for the region, seeking to further encourage sustainability among companies in the Guangdong-Hong Kong-Macao Greater Bay Area.

欲瞭解更多有關金沙中國在可持續發展方面所作出的努力，請參閱我們的《2021 年環境、社會及管治報告》：

For more details about Sands China's efforts in sustainability, please refer to the company's Environmental, Social and Governance Report 2021:

繁體中文版
Traditional Chinese version

英文版
English version

負責任博彩

Responsible Gaming



持續推廣負責任博彩　促行業健康有序發展

Continuously Promoting Responsible Gaming to Foster Sound and Steady Gaming Development



持續推廣負責任博彩 促行業健康有序發展

Continuously Promoting Responsible Gaming to Foster Sound and Steady Gaming Development

金沙中國積極營造負責任博彩的文化，透過推廣活動加強公眾對負責任博彩的認知及了解。公司早於 2004 年已推出「自我隔離計劃」，並於 2007 年率先訂立好一套完整的負責任博彩計劃，向全體新入職員工提供負責任博彩培訓，旨在為不斷發展的澳門社區作出貢獻、履行企業社會責任，以協助解決社會問題及營造負責任博彩的環境及文化。

負責任博彩是推動澳門博彩行業持續發展的必備元素，提高負責任博彩大使、以至全體員工對負責任博彩的認知尤其重要，不僅有助博彩行業健康發展，更能協助提升博彩從業員的身心健康。

Sands China has been proactively nurturing a culture of responsible gaming and raising public awareness and understanding of responsible gaming through various promotional activities. The company launched a self-exclusion program in 2004 and it pioneered a comprehensive responsible gaming program and integrated responsible gaming training into its company-wide team member orientation program in 2007. These initiatives are part of the company's effort to contribute to the continual development of Macao society and carry out corporate responsibility in addressing social issues and constructing an environment and a culture of responsible gaming in the city.

Responsible gaming is an essential component for the sustainable development of Macao's gaming industry. It is particularly important to raise Responsible Gaming Ambassadors' and team members' awareness of responsible gaming, which is conducive not only to the sound development of the gaming industry but also to the wellbeing of gaming employees.

持續支援負責任博彩機構
Continuing Support of Responsible Gambling NGOs

金沙中國持續向本地四所負責任博彩機構，包括澳門基督教青年會、聖公會澳門社會服務處、澳門博彩業職工之家以及澳門義務青年會，捐贈共澳門幣 450,000 元，以支援上述機構 2021 年在澳門社區推動負責任博彩活動。自 2006 年起，金沙中國持續每年向本澳負責任博彩機構捐款，致力履行企業社會責任，累計的捐款總額超過澳門幣 580 萬元。

Sands China Ltd. donated MOP 450,000 in total to four local nongovernmental organisations to aid their responsible gaming efforts in 2021: Young Men's Christian Association of Macau, the Sheng Kung Hui Macau Social Services Coordination Office, the Macao Gaming Industry Employees Home, and the Youth Volunteers Association of Macao (AJVM). The donations have been an annual practice for Sands China since 2006, as part of the company's corporate social responsibility efforts, surpassing MOP 5.8 million to date.



響應負責任博彩推廣 2021 舉行系列活動
Hosting a Series of Activities for Responsible Gambling Promotions 2021 Campaign

為持續響應特區政府的 一「瘋」家「輸」負責任博彩推廣活動，金沙中國於 2021 年共舉行了 169 場負責任博彩培訓及 31 場新入職負責任博彩培訓，累計逾 24,000 個培訓學時，另外亦加強了對團隊成員及社區的負責任博彩傳訊工作，照顧團隊成員及其家庭成員的身心健康。

In response to the SAR Government's "Lost Control, Lose Family" responsible gaming campaign, Sands China has held 169 sessions of responsible gaming training and 31 sessions especially for new team members, providing a total of more than 24,000 hours of training. In addition, the company has also strengthened communications regarding responsible gaming among team members and the community, taking care of the physical and mental health of team members and their families.

認識賭博失調及家人支援服務
Promoting Support Services to People with Gambling Disorders and Their Families







金沙中國組織員工，當中包括負責任博彩大使，一同參與由聖公會澳門社會服務處主辦的「線上同行者」認識問題賭博人士家屬支援服務工作坊，旨在讓團隊成員進一步了解聖公會澳門社會服務處為問題賭博人士及其家人提供的支援服務，加強負責任博彩的服務資訊。

活動上，24 小時賭博輔導熱線及網上輔導主管在工作坊上分享了「線上同行者」求助個案，讓員工進一步認識賭博失調人士的需要及篩查小程序，同時讓他們了解聖公會賭博失調及家人支援服務的相關資訊。

Sands China arranged for team members, including Responsible Gaming Ambassadors, to participate in a responsible gaming sharing session about support services for problem gamblers and their families hosted by the Sheng Kung Hui Macao Social Services Coordination Office. The event promoted the office's support services among team members and enhanced their responsible gaming knowledge.

During the sharing session, the unit in charge of the Sheng Kung Hui's 24-Hour Gambling Counseling Hotline shared examples of cases involving gambling disorder, giving the participants a greater understanding of the needs of, and screening methods for, people with gambling disorder, as well as the relevant information of Sheng Kung Hui's support services dedicated to problem gamblers and their families.

鞏固知識提供適切援助

Consolidating Knowledge to Provide Prompt and Appropriate Assistance

為鞏固員工的負責任博彩知識，讓他們能互相支援以及為其家人及賓客提供協助，金沙中國邀請澳門義務青年會及澳門博彩業職工之家綜合服務中心兩家本地社服機構為任職賭桌部的負責任博彩大使舉辦「負責任博彩知多 D」培訓課程，共 86 名負責任博彩大使參與。

澳門義務青年會的培訓課程內容包括「自我隔離」及「由第三者提出隔離」的申請需知及途徑、負責任博彩資訊亭的使用及實踐操作（包括如何在資訊亭辦理「自我隔離」申請），以及負責任博彩八大認知和行為等課題。

澳門博彩業職工之家綜合服務中心的培訓課程重溫了有關博彩從業員娛樂場禁足令的相關法律、罰則等；同場亦透過體驗遊戲方式讓員工了解賭博成癮的風險及導致家庭問題的成因等，讓他們進一步認識問題賭博對家庭的影響。

To consolidate team members' knowledge of responsible gaming, encourage mutual support and provide assistance for their families and guests, Sands China invited two local social service associations, the Youth Volunteers Association of Macau (AJVM) and the Macao Gaming Industry Employees Home Integrated Services Center, to run a Knowing More About Responsible Gaming training course for Responsible Gaming Ambassadors working in the company's Table Games department, which attracted the participation of 86 Ambassadors.

The training course organized by AJVM focused on topics such as the application guidelines and methods for the self-exclusion and the third-party exclusion programs, the use and operation of responsible gaming stations and kiosks (including the self-exclusion application procedures), and the eight attitudes and behaviors of responsible gaming.

The course run by the Macao Gaming Industry Employees Home Integrated Services Center covered related laws and penalties of the casino entry ban on gaming employees and introduced participating team members to the risks of gaming addiction and the causes of family problems through experience-based games, giving them further knowledge about the impact of problem gambling on the family.







重溫負責任博彩知識
Refreshing Responsible Gaming Knowledge

金沙中國於 11 月為近 50 名負責任博彩大使舉辦年度「負責任博彩大使」培訓重溫課程，持續加強員工對負責任博彩認知。

課程重溫負責任博彩八個方面的認知及行為、協助處理自我隔離及第三者提出之隔離申請等舉措，以進一步鞏固知識，支援有需要的賓客。大使們亦參與由澳門大學博彩研究所所長馮家超教授主講的「澳門負責任博彩政策及推行」分享環節以及由聖公會澳門社會服務處安排的角色扮演環節。

金沙中國負責任博彩大使需完成「負責任博彩大使」進階培訓課程，深入認識賭博失調及了解負責任博彩的重要性，以便向出現賭博失調跡象的賓客提供適切援助及迅速應對。該項課程於 2013 年由金沙中國母公司拉斯維加斯金沙集團發起，是全澳唯一與美國內華達州立大學拉斯維加斯分校(University of Nevada, Las Vegas) 合辦的同類課程。金沙中國在每年為全體員工舉辦負責博彩培訓的基礎上，進一步加強團隊成員對負責任博彩認識，旨在加強他們對賭博失調狀況的認知和情境處理的能力。

In November, Sands China organized an annual refresher training program for around 50 Responsible Gaming Ambassadors in a bid to continue to raise team members' awareness of responsible gaming.

To further fortify knowledge and provide greater support for guests in need, the program helped participants review the eight attitudes and behaviors required for responsible gaming, as well as the application procedures for the self-exclusion and the third-party exclusion programs. The Ambassadors also attended a sharing session on the Implementation of Responsible Gaming in Macao delivered by Professor Davis Fong, Director of the Institute for the Study of Commercial Gaming at the University of Macau, and took part in a roleplaying session hosted by the Sheng Kung Hui Macao Social Services Coordination Office.

Sands China's Responsible Gaming Ambassadors are required to complete an advanced training program to gain in-depth knowledge of gambling disorder and understand the importance of responsible gaming, so as to prepare them to provide appropriate assistance and promptly respond to patrons who exhibit signs of problem gambling. The program, launched by Sands China's parent company Las Vegas Sands in 2013, is the only one of its kind in Macao that is held in cooperation with the University of Nevada, Las Vegas (UNLV). Sands China strives to further strengthen team members' knowledge of responsible gaming by organizing company-wide training every year, with the objective of raising awareness of gambling disorder and enhancing skills for handling real cases.

至今，參與此項年度進階培訓課程的金沙中國學員累積約 650 人次。修畢課程後，負責任博彩大使們將能為有賭博失調特徵的人士提供適當的轉介援助及作出應對，並透過危機管理知識及介入技巧展開對話。

To date, the company has run the annual advanced Responsible Gaming Ambassador training program for around 650 team members. Upon completion of the program, Responsible Gaming Ambassadors are able to give appropriate response, assistance, and referral services to patrons with signs of problem gambling and to initiate a conversation with crisis management and intervention skills.







加深負責任博彩認知
Deepening Understanding of Responsible Gaming







作為響應澳門特區政府系列負責任博彩推廣活動其中一環，超過 500 名金沙中國員工於 9 月份參加了由澳門博彩業職工之家綜合服務中心主辦的「博彩業界負責任博彩推廣日 2021」。

活動獲 20 名金沙中國負責任博彩大使積極參與，他們主動向團隊成員介紹負責任博彩的相關資訊，並與他們一同重溫負責任博彩知識，透過遊戲加深他們對負責任博彩的認知，活動亦為負責推廣工作的大使們提供增進技能的寶貴學習機會。

In September, Sands China arranged for more than 500 team members to participate in the Gaming Industry Responsible Gaming Promotion Day 2021 roadshow hosted by the Macao Gaming Industry Employees Home Integrated Services Center as part of the company's efforts to support the Macao SAR Government's series of responsible gaming activities.

The roadshow saw the participation of 20 Responsible Gaming Ambassadors, who actively introduced other team members to relevant information about responsible gaming, reviewed their knowledge together, and gave them a deeper understanding of the topic through games. The roadshow also provided the Ambassadors responsible for publicity with a precious opportunity to enhance their skills.

從小灌輸理財概念
Imbuing Next Generation with Concepts of Financial Management at an Early Age

金沙中國舉辦「親子理財記帳大挑戰 - 負責任博彩 X 虛擬學習」理財活動，以富趣味的方式鼓勵小朋友從小養成儲蓄習慣及發展財務管理的意識，促進家庭和諧與親子關係，同時把負責任博彩理念宣傳至社區每一個角落，包括學校及本地服務機構等。

每位參與活動的員工以及多間本地社服機構會員及學校學生獲派發學習套裝，方便小朋友及其家長在家中進行虛擬學習。

是次活動吸引超過 1,400 個家庭參與，他們分別來自本地社會服務機構及學校包括：澳門義務青年會、聖若瑟教區中學及沙梨頭坊眾學校。

Sands China organized the Parent-Child Financial Management Challenge - "Responsible Gaming x Virtual Learning" to encourage children to cultivate the habit of saving money from an early age and to give them an awareness of financial management in a fun way, as well as fostering family harmony and parent-child relationships. Through this event, the company also aimed at popularizing the concept of responsible gaming to every corner of the community, including schools and local service organizations.

The company distributed activity kits to all participating team members, members from the local service organizations and students from local schools, so that the children could learn from the challenge at home with their parents.

The event attracted the participation of over 1,400 families, who registered through local service organization and schools including The Youth Volunteers Association of Macao, Colegio Diocesano de Sao Jose, and Escola dos Moradores do Bairro do Patane.






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