金沙中國
滙沙聚愛

SANDS CHINA

CARING FOR LOVE

金沙中國
Sands China ltd.

2022

金沙中國企業社會責任工作概覽

OVERVIEW OF SANDS CHINA CORPORATE SOCIAL RESPONSIBILITY CONTRIBUTION

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主席的話

隨著 2022 年劃上句號，讓我們一起回顧過去一年金沙中國在企業社會責任方面的努力及成果。

金沙中國持續推行各項企業社會責任舉措，包括「金沙關懷」全球企業公民計劃、「金沙環保 360」全球可持續發展策略、以及支援本地中小微企的採購計劃及培訓等，致力從多方面服務社區，回饋社會。

2022 年對公司而言是重要的一年 —— 我們位於路氹金光大道的旗艦物業澳門威尼斯人迎來開業十五周年誌慶。作為澳門首家綜合度假村，它不但見證著我們為澳門經濟適度多元發展所作出的貢獻，亦彰顯出我們不論在過去、現在和未來均對澳門的發展潛力充滿信心。

此外，公司亦於去年創下另一個重要里程碑。我們很榮幸獲澳門特別行政區政府授予新一輪為期十年的娛樂場幸運博彩經營批給，期望未來十年及以後繼續與特區政府攜手譜出澳門發展的新篇章。

衷心感謝澳門特區政府一直以來的指導，並持續給予我們機會為助力澳門融入大灣區發展規劃、進一步投資非博彩項目及推動澳門成為休閒及商務旅遊目的地貢獻力量。

隨著澳門放寬入境限制，我們對澳門的未來發展前景充滿信心，期望進一步以自身資源推動澳門發展成為國際旅遊目的地。

來年，我們的企業社會責任工作將繼續圍繞三大支柱：人才、社區及地球，致力為身處的社區作出貢獻，並將其打造成為宜居、宜業及宜遊的理想地方。

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

With 2022 behind us, it is time again to reflect on our corporate social responsibility efforts of the last year.

In Macao, that means taking a look at the ways Sands China is applying, at the local level, the Sands Cares global corporate citizenship programme, Sands ECO360 global sustainability strategy, our focus on local procurement, and the many other ways we strive to be of benefit and support to the communities in which we operate.

The year 2022 was an important one for our company. We marked the 15th anniversary of The Venetian Macao, the first integrated resort in Macao, standing as a testimony to our contribution to the city's economic diversification and to our belief in Macao's potential – past, present and future.

One of the most significant milestones of the year was the granting of new 10-year gaming concessions by the Macao SAR government. We were honoured to receive a new concession and look forward to participating in this next exciting chapter in Macao's history in the next 10 years and beyond.

We are thankful for the steady guidance of the Macao SAR government and we are grateful for the continued opportunity to contribute to Macao's integration into the overall development of the Greater Bay Area, invest further in non-gaming, and help strengthen and promote Macao as the ultimate destination for both leisure and business travellers.

With the easing of international travel restrictions, Macao's future as an international tourism destination remains bright, and we look forward to further supporting and promoting its development.

In the year ahead, we will continue our commitment to our three corporate social responsibility pillars – Our People, Our Communities, and Our Planet – as we strive to help sustain our host communities as great places to live, work and visit.

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



總裁的話

作為植根澳門二十載的綜合旅遊休閒企業，金沙中國一直不遺餘力推動及履行企業社會責任；很高興透過此年度刊物回顧過去一年公司的企業責任成果。

2022 年疫情防控形勢嚴峻複雜，澳門年中更爆發了「618」疫情，經濟活動及居民生活均受到不同程度影響。在這關鍵時刻，金沙中國一如既往全力支持及配合本澳的各項防疫抗疫工作，包括配合特區政府開展的多輪核酸檢測，開放澳門威尼斯人金光會展及購物中心五樓作為檢測場地，及提供澳門喜來登大酒店和澳門巴黎人酒店用作醫學觀察酒店。

金沙中國所推行的一系列社會責任舉措為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一部分。在澳門，公司專注透過發展六大範疇實現長遠目標：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。

去年公司推動的一系列社會責任舉措包括：支援抗疫及防災工作；協助員工提升能力，在事業上發揮專業才能；透過舉辦及贊助藝術、體育及會展等多元活動，為澳門經濟及旅遊業注入更多非博彩元素；積極扶持本地中小微企供應商長遠發展；進一步提升公司營運環境的可持續性，以及透過捐款及金沙中國關懷大使的義務工作回饋社區等。

隨著世界各地的旅客回歸，我們對澳門的發展前景及疫後復甦充滿信心，相信澳門必定能再創輝煌。

金沙中國有限公司總裁

王英偉博士

President's Message

Sands China Ltd. is very pleased to present this book, highlighting our corporate social responsibility (CSR) efforts and achievements in 2022.

Corporate social responsibility remains as important as ever for us as a company rooted in Macao for two decades.

With the COVID-19 pandemic still ongoing in 2022, including Macao's June 18 outbreak, epidemic prevention and response remained one of our key CSR initiatives last year.

We were again pleased to provide The Venetian Macao as a testing station during Macao's nucleic acid testing drives, and to provide the Sheraton Grand Macao Hotel at The Londoner Macao, as well as The Parisian Macao, as medical observation hotels.

Our CSR initiatives in Macao are carried out under the umbrella of Sands Cares, the global corporate citizenship programme of our parent company Las Vegas Sands Corp. In Macao, we accomplish our mission by focusing on six corporate social responsibility pillars: talent development, economic diversification, local procurement, community engagement, sustainable operations, and responsible gaming.

Such efforts in 2022 included our pandemic and disaster-relief work; assisting team members to improve their capabilities and to unleash their professional talent; contributing to the non-gaming diversification of Macao's economy and tourism industry through art, sports and MICE events, as well as other initiatives; ongoing support to our local SME suppliers; further increasing the environmental sustainability of our operations; and giving back to the community through donations and the volunteer work of our Sands Cares Ambassadors.

As we begin to welcome visitors from around the world back to Macao, we remain ever-confident in the future of Macao and its pandemic recovery.

Dr. Wilfred Wong
President
Sands China Ltd.

人才發展

TALENT DEVELOPMENT

以人為本用心服務　助力構建世旅中心

CONTRIBUTING TO THE DEVELOPMENT OF WORLD CENTRE OF TOURISM AND LEISURE WITH PEOPLE-CENTRED HUMAN RESOURCE POLICY




感恩有您 同行15載
Thank You!
FAVORITE
CLEVER
金沙中國

以人為本用心服務　助力構建世旅中心

Contributing to the development of world centre of tourism and leisure with people-centred human resource policy

植根澳門二十載，金沙中國作為全澳最大規模的私營僱主及綜合旅遊休閒企業，截至去年底擁有近 25,000 名員工，佔同業總員工人數近三成。公司一直貫徹「以人為本」的企業理念，多年來為本澳創造大量多元就業機會，著力推動本地人才就業發展，積極支持澳門特區政府「人才建澳」方針。公司同時秉持「多元、用心、同行」的僱主品牌理念，通過多項創新人資舉措，不斷提升員工素質，促進及提升員工的創造力和使命感，成就理想事業發展前景；以無止境的用心和關懷，策劃及支援員工的工作及生活所需，構建有溫度的職場，增加員工幸福感。

此外，金沙中國積極推行創新及具前瞻性的舉措，透過與本地及國際高等院校、政府部門及不同教育機構緊密合作，展開多元化、高質量及快速高效的培育項目。多年來，公司不但成功促進員工向上及橫向流動的發展，更為澳門以至大灣區培養和儲備高水平及多元化人才，助力打造澳門成為「世界旅遊休閒中心」，促進澳門經濟適度多元發展。

Rooted in Macao for 20 years, Sands China is the largest private employer and integrated resort operator in the city with 25,000 team members, accounting for nearly 30% of the total employment in the industry. Adhering to the corporate philosophy of "placing people at the heart of our strategy," over the years Sands China has created an abundance of diverse job opportunities in Macao, promoting the employment of local talent, and actively supporting the SAR Government's policy of "Building Macao through Talent Training."

Sands China also adheres to the principle of "diversity, genuine care and companionship" as our employer brand. Through the launch of various innovative human resource initiatives, the company continuously enhances the quality of its team members, their creativity, and sense of mission, and provides them with bright prospects for career development. We are not only committed to supporting the needs of our team members at work, but also to caring for their wellbeing outside the office and building a warm and nurturing workplace to enhance team members' happiness.

In addition, the company has proactively launched innovative and forward-looking initiatives. Through close cooperation with local and international tertiary institutions, government departments and various educational organisations, we are able to roll out diversified, high-quality and efficient talent cultivation programmes. Over the years, the company has not only successfully promoted upward and horizontal development for its team members, but also nurtured and developed high quality and diverse talent for Macao as well as the Greater Bay Area, in an effort to facilitate the development of Macao into a world centre of tourism and leisure and its moderate economic diversification.





創新多元發展機會　用心攜手並肩前行

Moving Forward with Society and Creating Innovative and Diverse Opportunities

金沙中國多年為本澳旅遊業創造大量多元化的就業機會，以支持澳門特區政府經濟適度多元發展。公司憑藉多元化的業務創造了超過 1,300 個新工種，為澳門居民提供超過 85,000 個就業機會，而公司的非博彩業務員工更佔現時整體員工的 56%。

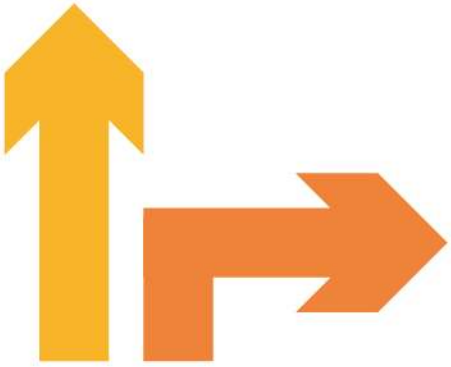
員工的職涯發展與公司的人才培訓舉措有著正向關係。為達至人盡其才、拓寬員工視野和個人發展，協助他們發揮所長，公司持續為員工提供良好的晉升機會和更寬的職業前景。

Over the years, Sands China has been dedicated to fostering local employment, providing a rich variety of job opportunities for the local tourism industry to support the moderate diversification of the Macao SAR's economy. Through continuous diversification of our integrated resort offerings, we have created more than 1,300 new types of jobs and provided over 85,000 diverse job opportunities for Macao residents, with our non-gaming team members accounting for 56% of the company's workforce.

Career development is indeed directly related to the company's talent development initiatives. In order to optimise the potential of our team members, expand their horizons and personal development, and help them further develop their areas of expertise, the company has been providing attractive upward mobility opportunities and broader career prospects to its team members.

逾 Over **21,600** 次機會 job promotion opportunities

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



逾 Over **7,900** 次機會 horizontal development opportunities

- **86%** 為本地員工 of team members are local residents
- **5,000** 人次員工成功轉職 job transfers requested by team members
- **2,900** 名員工獲得橫向職場體驗機會 team members obtained horizontal occupational experience

資料截至 2022 年 12 月 31 日
Data as of Dec 31, 2022

用心栽培員工、提供理想的事業發展及晉升機會是提升員工忠誠度的關鍵要素。至 2022 年底，有超過一半以上的員工服務公司逾 10 年，即有超過 12,100 名員工，當中更有 6,600 名以上員工服務公司達 15 年，佔整體員工的 26%。

One of the critical factors to enhance staff loyalty is to support them with favourable career and promotion opportunities. As of 2022, more than half (over 12,100) of our team members had worked with the company for over 10 years, of which 6,600 of them had served for 15 years, representing 26% of the company's total workforce.

服務公司 15 年或以上
have served the company for 15 years or more

6,600 名員工 team members

服務公司 10 年或以上
have served the company for 10 years or more

12,100 名員工 team members



資料截至 2022 年 12 月 31 日
Data as of 31 December, 2022

透過一系列個人化及具體化的技能培訓計劃，員工的職涯發展得以提升，而澳門居民晉升為中高層管理人員的比例亦持續上升。直至 2022 年底，擔任中層及高級管理層的澳門居民比例已達至 93%。

Through a series of personalised and specific skill training programmes, team member career development has been enhanced and the proportion of Macao residents promoted to middle and senior management has continued to rise. As of the end of 2022, the percentage of Macao residents in middle and senior management positions had reached 93%.



多元人才培育策略　提升個人多元發展

Pursuing Diverse Talent Cultivation Initiatives to Enhance Versatile People Development

金沙中國一直致力於人才培育，為澳門以至大灣區儲備高水平、多元化的人才貢獻力量。儘管於疫情期間業務受到衝擊，公司仍堅持推出多項培訓計劃以提升員工水平。

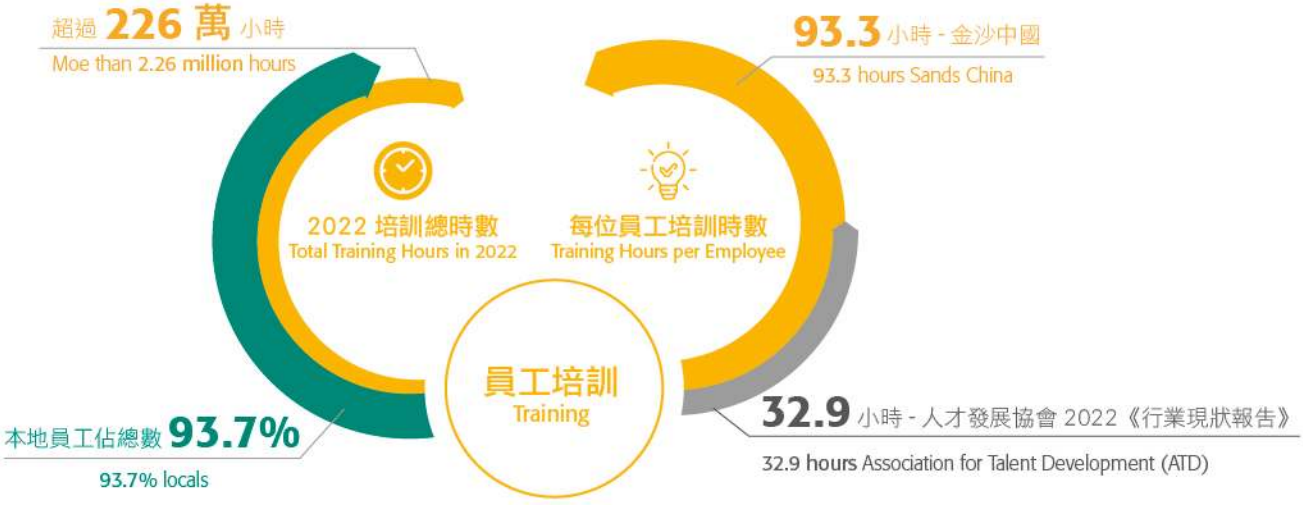
Sands China has long been committed to talent cultivation. The company strives to contribute to the development of a diverse range of high-level professionals, not only for Macao, but also for the Greater Bay Area. Despite the negative business impact caused by the COVID-19 pandemic during the past few years, our company remained confident in its recovery and became even more proactive in rolling out various training programmes to constantly enhance the skills of our team members.

培訓時數逐年躍升

Increase in Team Members' Training Hours Year after Year

在 2022 年，每位員工平均受訓時數為 93.3 小時，比前一年增加了 46%，遠高於人才發展協會（ATD）設定 32.9 小時的標準，且多出 1.8 倍以上。疫情期間業務量下降，公司更鼓勵員工積極參與內部培訓，加強自身技能及職業生涯的可持續性。當中的「職涯橫向發展計劃」於 2022 年吸引了近 3,000 名員工參與。

In 2022, each team member received an average of 93.3 training hours, 46% more than the previous year and over 1.8 times higher than the standard of 32.9 hours set by the Association for Talent Development (ATD). Given the reduced business volume during the pandemic, our company still encouraged its employees to join internal training programmes to strengthen their skills and career sustainability, and our Horizontal Career Development Program attracted participation from nearly 3,000 team members in 2022.



促進創新綜合技能發展機會——「澳門倫敦人知識大使」計劃
Facilitating Innovative Opportunities for All-round Skills Development – "Be a Londoner Guide" Programme

為配合澳門倫敦人的英倫主題，金沙中國推出嶄新的「澳門倫敦人知識大使」計劃，員工透過自學、製作與英倫有關的視頻、藝術作品等創新方式，有序地汲取有關澳門倫敦人的專業知識，從而獲得不同級別的大使襟章，為客人帶來澳門倫敦人的個性化服務。由 2021 年推出至今，已有近 700 名員工成為玫瑰金章知識大使以及近 80 名員工成為最高級別的鑽石章知識大使，為賓客提供澳門倫敦人的導遊服務。

Sands China debuted the innovative programme "Be a Londoner Guide" to echo the British theme of The Londoner Macao. Through innovative approaches such as self-study and creating British-themed videos and artworks, team members are able to progressively gain professional knowledge of the property while obtaining ambassador pins along the way, making them able to provide guests with a personalised experience. Since its launch in 2021, nearly 700 team members have been qualified as Rose Gold Pin Guides and around 80 team members as Diamond Pin Guides, providing guided tour services to our guests.

鼓勵員工提升技能
Encouraging Team Members to Sharpen their Skills

金沙中國持續支持員工踴躍參加業界比賽，不但可向大眾展示優秀的職業技能水準，更有助累積經驗及促進業界交流，提升服務水準。於 2022 年期間，公司員工積極參加多項業界比賽並喜獲佳績。

Sands China has been supporting team members' participation in industrial competitions, which not only allows them to showcase their outstanding vocational skills, but also helps them accumulate experience and foster exchange in the industry to improve service quality. In 2022, our team members participated in a number of competitions with remarkable results.

- 2022 年第四屆澳門綜合旅遊休閒企業職業技能競賽
  The 4th Macao Integrated Tourism and Leisure Enterprises Vocational Skills Competition in 2022
- 珠海市第三屆職業技能大賽暨 2022 年「深合杯」珠澳琴職業技能競賽酒店接待專案競賽
  The 3rd Zhuhai Vocational Skills Competition and the 2022 "Shenhe Cup" Zhuhai-Macao-Hengqin Hospitality Vocational Skills Competition
- 2022 年度澳門職業技能認可基準金襟針比賽
  Macao Occupational Skills Recognition System (MORS) Gold Pin Competition 2022

精準培養高管人才　儲備未來行業領袖

DEVELOPING MANAGERIAL TALENT AS FUTURE INDUSTRY LEADERS

為澳門旅遊休閒產業培育高級管理層

NURTURING SENIOR EXECUTIVES FOR MACAO'S TOURISM AND LEISURE INDUSTRY

舉辦「綜合人才發展培訓項目」，邀請來自亞洲各地的優秀學者，為近 40 名管理層成員授課，以拓展他們的國際視野。此外，透過展開跨部門項目，增加管理層成員的共同責任意識，學習創新管理策略，並應用到實際工作環境中，有助他們深入了解各部門的需要以及公司的長遠的發展。項目從 2019 年推出至 2022 年，已有超過 200 名管理層成員參與培訓，當中已有 68 名員工順利畢業。

In 2021, Sands China held its 2nd Integrated Talent Development Program and invited renowned scholars from across Asia to deliver courses to nearly 40 members of our management team, broadening their international perspectives. Moreover, by engaging in cross-departmental projects, the participating professionals developed a deeper understanding of shared responsibility and learned innovative management strategies that can be applied in a practical working environment. From its launch in 2019 until the end of 2022, over 200 management team members had participated in the training and 68 of them had successfully graduated.



推進跨領域管理層培育模式
Promoting the Cross-Disciplinary Management Cultivation Model

嶄新推出「金沙中國領袖啟導計劃」，透過跨部門專業領域指導，管理人員心得交流及共同研究解決方案的模式，從而使不同範疇的管理層加深了解部門之間的營運，並汲取多角度思維及進一步提升參加者的管理領導力，同時亦有助高管啟發員工，協助新項目員工更快及有效率地投入工作。該計劃已進行共 783 個場次，120 位高管合共啟導了 202 位中層管理人員。

The Sands China Future Leaders Mentorship Program was launched in 2022. Through cross-departmental professional mentoring, exchange of managerial insights and joint study of solutions, management professionals from different areas can gain a better understanding of inter-departmental operations. The programme provides the mentees with multiple perspectives, thus enhancing their management and leadership capabilities, while mentors benefit from learning more about the skills of professional training. A total of 783 sessions have been held under this programme, with 120 senior executives mentoring 202 managers from middle management.

提升個人職業素養 融入國家發展大局
Enhancing Professionalism of Team Members to Integrate into National Development

金沙中國非常重視員工們的職業素養水平，自 2016 年起舉辦了超過 40 場不同類型的職業素養培訓活動，當中包括專業培訓課程班、粵港澳大灣區實地考察、高管國情教育、專題講座、交流活動、電影欣賞會等大大小小的活動。

Sands China is committed to developing the professionalism of our team members and has hosted more than 40 sessions of various professionalism education activities since 2016, including training programmes, field visits to the Greater Bay Area, national education for senior management, thematic seminars, exchange activities, and movie screenings.

勞、資、政合辦的職業素養培訓課程
Professionalism Training Programme Jointly Organised with the Government and Local Associations

金沙中國率先於 2016 年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，致力為本地員工提升核心競爭力及抗壓力，以及加強對國家發展的大局觀。公司完成於 2017 年承諾 5 年內為 7,500 名員工提供職業素養培訓的目標，並於近年將培訓課程延伸至非博彩部門。直至 2022 年底，已有超過 8,600 名員工接受了相關培訓，成效遠超預期。

In 2016, Sands China took the lead in organising the first professionalism development programme with the Macao Federation of Trade Unions and the Labour Affairs Bureau to enhance the core competitiveness and resilience of our company's local workforce and strengthen their perspective on national development. The company has fulfilled its commitment made in 2017 to provide professionalism training for 7,500 team members within five years and has extended relevant training programmes to team members in non-gaming departments in recent years. By the end of 2022, more than 8,600 staff members have received the relevant training, far surpassing expectations.

講座、名家講壇、學術研討會
Thematic Seminars

金沙中國透過舉辦及鼓勵員工參與講座、名家講壇、學術研討會等不同活動，協助提升職業素養水平。

Sands China has held various activities to help team members enhance their professionalism, including seminars, distinguished speaker series, and academic seminars.

- 《國旗、國徽及國歌的使用及保護》法律講座
  "The Correct Use and Protection of 'National Flag, National Emblem and National Anthem'" seminar
- 金沙名家講壇　兩會精神之分享
  Sands China Distinguished Speaker Forum – The Spirit of NPC and CPPCC Sharing Session
- 澳門大學第四屆路氹學術研討會
  The 4th Mastering Cotai Academic Seminar

展覽、參觀及走訪大灣區活動
Exhibitions, Visits and Greater Bay Area Tours

- 為進一步提升員工及年青人的總體國家安全觀，公司連續四年組織不同部門的員工參觀「全民國家安全教育展」，深化愛國愛澳情懷。

  To provide team members and the younger generations with a holistic view of national security, Sands China has, for four consecutive years, arranged visits to the National Security Education Exhibition for team members from different departments to further cultivate their spirit of "loving the country and Macao."

- 打造常設藝術空間「金沙藝廊」，為本澳及國際藝術家提供藝術交流平台，並引入多個呈現中國深厚的藝術文化底蘊的展覽，提高大眾對中國文化藝術的興趣及認識。

  The permanent art space Sands Gallery was established to provide an art exchange platform for artists from Macao and worldwide. A number of exhibitions that showcase the profound artistic and cultural heritage of China have been introduced to increase the public's interest and understanding of Chinese culture and art.

- 第四次舉辦「走訪粵港澳大灣區」職業素養培訓系列活動，加深員工們對橫琴粵澳深度合作區建設的認識，並了解大灣區的區域合作如何促進澳門經濟適度多元的發展。

  As an important part of Sands China's efforts to support the integration of Hong Kong and Macao into national development, we held the fourth round of our "Visiting the Greater Bay Area" professionalism education series to deepen team members' knowledge of the Guangdong-Macao In-depth Cooperation Zone in Hengqin. This aims at demonstrating how regional cooperation across the Greater Bay Area can facilitate the moderate economic diversification of Macao.

用心營造幸福職場　倡導工作生活平衡

Creating a Warm Workplace to Foster Work-Life Balance

關注在職女性

Caring for Working Women

金沙中國多年來積極營造多元化及平等的職場環境，提倡及保障女性權益。目前為止金沙中國女性員工比例佔整體員工 53%，擔任管理層的女性員工亦佔超過 44%。公司亦定期舉辦關注女性員工身心健康的活動，包括專題講座、DIY 工作坊及早晨瑜伽等。此外，2022 年金沙中國領先業界首推「產後媽媽關愛措施」，為產後媽媽送上祝賀禮物及支援，產後媽媽於復工首 30 曆日減少每天工作時數一小時，輪班員工亦可享用固定上班時間。

Over the years, Sands China has been committed to promoting and protecting the rights of women by creating a work environment with diversity and equality. Female team members currently account for 53% of the company's total workforce, and over 44% of our management professionals are women. We also regularly organise activities to enhance female team members' physical and mental health, including thematic talks, DIY workshops, and morning yoga sessions. Moreover, in 2022, Sands China led the industry with the launch of its New Maternity Benefits for Team Members programme, which offers a celebratory gift and support to postpartum mothers. During the first 30 calendar days after resuming work, postnatal mothers can reduce their daily working hours by one hour and shift workers can also enjoy fixed working hours.





持續促進「工作・生活 360°」
Continually Promoting "Work Life 360"

金沙中國推行「工作・生活 360°」福利政策，從「照顧心理健康」、「關注身體健康」、「促進家庭和諧」和「提升個人競爭力」四大維度為員工提供全方位的福利，照顧員工不同人生階段的需求，讓員工體驗大幅提升。為此，公司注重提倡工作與生活平衡，透過建立正向思維、加強職業安全、舉辦親子工作坊以及專為步出職場的銀髮員工而設的興趣班等不同活動，致力關注員工身心健康，促進家庭和諧。

With its "Work Life 360" strategy, Sands China offers team members comprehensive benefits concerning their mental health, physical health, family harmony, and personal development, enhancing their workplace experience by taking care of their needs at various stages of life. The company places great emphasis on promoting work-life balance, and has rolled out numerous team member activities and workshops on topics such as positive thinking, occupational safety, and parent-child relationships, along with regular activities for elderly team members.

- 「開心 360」活動月 —— 為員工建立正向思維
  "Happy 360" initiative: building a positive mindset



- 「職業安全健康月」 —— 加強員工職安知識
  "Occupational Safety and Health Month": reinforcing awareness of occupational safety



- 康體及親子活動 —— 讓員工與子女們共享天倫
  Recreational and family activities: for team members to enjoy family time



- 餐廳調理及滋潤湯水系列 —— 用心關懷員工飲食
  Team Member Restaurant Chinese Soup to Keep You Healthy: caring for team members' diet



- 樂活人生計劃 —— 為步出職場的銀髮員工提供多項終身福利及舉辦各類興趣班
  Golden Age Program: continuing to provide lifelong benefits and running various interest classes for elderly team members



澳門倫敦人員工後勤區優化工程
The Londoner Macao Heart-of-House Renovations

面對疫情挑戰，公司堅持投放逾澳門幣 1,000 萬元優化澳門倫敦人後勤範圍，藉此打造完善的工作環境。

Despite the challenges the company faced during the pandemic, we invested over MOP 10 million in upgrading the heart-of-house area of The Londoner Macao to provide a more comfortable environment for our team members.



同伴同心 共度 15 載

Working Together as One for 15 Years

於澳門威尼斯人開業 15 週年期間，公司各個部門在「同伴同心 伴我同行」的主題下，互相緊密合作舉辦了嘉年華、體驗之旅、問答遊戲及抽獎活動等一系列慶祝活動，以感謝員工、員工的家人及各界合作機構，一同參與活動分享喜悅，共同見證澳門威尼斯人 15 年的美好時刻。

During the 15th anniversary of The Venetian Macao, various departments in our company worked closely together in a spirit of fellowship and organised a series of celebration activities, including carnivals, experience tours, quiz games and lucky draws, as a token of appreciation to our team members, their families and partners from different sectors. They were all invited to join the activities to share in the joy and witness the wonderful moments of the anniversary together.







培育各行專業人才 提升本地業界水平

Nurturing Local Talent from Various Fields to Elevate Industrial Standards

金沙零售學院

Sands Retail Academy

統計暨普查局的《旅客消費調查》顯示，購物多年來都是訪澳旅客消費的最主要目的，而零售從業員的服務素質直接影響澳門旅遊城市的形象。為此，金沙中國自 2013 年首創獨一無二的「金沙零售學院」，旨在為旗下大型零售購物綜合體內各家品牌商店之零售從業員免費提供服務及管理方面的培訓課程，讓他們能為顧客持續提供優質的購物體驗，並提升澳門零售業的服務水平。

The "Visitor Expenditure Survey" conducted by the Statistics and Census Service shows that shopping is the largest portion of visitors' expenditure. As the quality of service provided by salespeople directly affects the city's image as a tourist destination, Sands China founded the Sands Retail Academy in 2013, the first and only one of its kind in Macao. The academy provides free training courses on service and management for retail practitioners of branded shops at Sands China's large-scale retail and shopping complexes. In this way, retailers can continue to provide customers with quality shopping experiences, thus elevating the overall service standard of Macao's retail industry.



金沙採購學院
Sands Procurement Academy

金沙採購學院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，學院旨在與本地中小微企供應商分享業務知識及營商技能，並協助他們提升與大型國際客戶合作的經驗與能力。

Founded by Sands China in cooperation with the Macao Chamber of Commerce and the Macau Productivity and Technology Transfer Centre, the Sands Procurement Academy aims to promote the development of local SME suppliers with the sharing of valuable business know-how and skills, and enhance their experience and capability of working with large-scale international clients like the company itself.

金沙採購學院 SANDS PROCUREMENT ACADEMY

採購流程和系統概覽
Procurement Process and System Overview

物流管理
Logistics Management

質量保障管理
Quality Assurance



採購合同基礎
Procurement Contract Basics

供應商行為準則
Supplier Code of Conduct

澳門勞動關係法基礎
Macao Labor Law Fundamentals

促進青年多元發展　增強藝術文化動能

Promoting Diverse Development of Young People by Supporting Art and Culture

金沙中國支持澳門特區政府的長遠願景，致力促進青年多元發展，積極為本澳培育及儲備不同範疇的人才：

Sands China supports the long-term vision of the Macao SAR Government with a commitment to support education and promote the diversified development of young people, thus fostering talent development for different fields in Macao:

積極培育藝術人才
Developing Art Talent

與澳門理工大學及其校友會攜手舉辦「藝術展才培訓計劃 x 金沙中國」，為學生及年青校友提供企業實踐平台，讓參加者參與內部宣傳推廣工作，包括創作視頻及設計宣傳品等，以項目實踐提升學生綜合能力，進一步為本澳培育更多藝術及設計人才。

The "Art Talent Development Showcase x Sands China" initiative was launched in collaboration with Macao Polytechnic University (MPU) and its alumni association to provide a platform for students and young alumni to participate in Sands China's internal publicity and promotion work, including the creation of videos and the design of promotional materials, so as to enhance their overall capabilities, thus further nurturing more art and design talent for Macao.



隨著娛樂事業大量引進澳門，本地對舞台技術人員的需求亦相應增加。因此，金沙中國與中葡職業技術學校及澳門生產力暨科技轉移中心攜手開辦全澳首個「舞台技術及活動製作課程」，透過舞台技術及管理、資訊科技應用及網絡技術等各個層面，積極培育本地青年在舞台技術及活動製作方面的發展。

With the increasing number of entertainment shows in Macao, the demand for local talent has reached unprecedented levels. In response, Sands China has partnered with the Escola Luso-Chinesa Técnico-Profissional under DSEDJ and the Macau Productivity and Technology Centre to create an innovative Stage Technology and Event Production Course, a first-of-its-kind in the city. The primary objective of this initiative is to nurture and cultivate young local talent in the field of stage technology and events by providing them with comprehensive professional training. The course covers various aspects such as stage technology and management, technical applications, and internet technology.





支持學生探索職涯
Supporting Local High School and Tertiary Students in Career Exploration

為積極配合特區政府「教育興澳，人才建澳」政策，培育各範疇人才，金沙中國配合澳門勞工事務局推出「職出前程」實習計劃，致力推動本地就業發展。此外，公司更推出多項計劃以協助澳門本地高中及大專院校學生深入探索綜合度假村事業的發展前景，藉以了解酒店營運、餐飲、電子商務等行業，更由專職管家向學生分享專業知識及工作體驗，讓學生加深了解綜合度假村行業的特別之處，繼而使學生們進一步發掘自己的多元可能性，加強未來的職業規劃及培養對綜合度假村行業的興趣。

Sands China has launched a number of programmes to help local high school and tertiary students explore the prospects of working at integrated resorts. These programmes also help them gain more understanding of Hotel Operations, Food and Beverage, E-Commerce and other related industries. Butlers were also arranged to share professional knowledge and work experience with the students, enhancing their understanding of the special features of the integrated resort industry. This can enable students to further explore their diversity of their potential careers, enhance their future career planning and cultivate their interest in the integrated resort industry.

創新高效人資策略 贏得各界認同肯定

Our Efforts Are Consistently Recognised with Awards and Accolades

金沙中國秉持「多元、用心、同行」的理念，致力提升員工體驗和福利，並積極落實各項人才培育方針。其與時並進的政策及舉措備受業界認可，更藉此於 2022 年獲得十四項由多個人力資源管理及旅遊組織頒發的獎項。

Upholding the philosophy of "diversity, genuine care, and companionship," Sands China is committed to enhancing team members' experience and benefits and has actively implemented various talent cultivation policies. Our policies and initiatives keep abreast of the changing environment and are well recognised by the industry. In 2022, we garnered 14 awards from different human resources management and tourism organisations.



眾多獎項中包括「2022 年度亞太旅遊協會（PATA）金獎」的「青年培育項目」金獎，此為該頒獎禮中唯一一個表揚得獎者在人才培育領域上作出卓越成就的獎項。同時，金沙中國亦在「2022 僱主品牌創意大賽」獲得「五年僱主標杆企業」的殊榮，是唯一一家獲得該獎項的澳門企業，成為在僱主品牌方面具有影響力與成就的領先企業。

Among them, the gold award in the Youth Empowerment Initiative Category at the Pacific Asia Travel Association (PATA) Gold Awards 2022 is the only PATA award that recognises winners' outstanding achievements in talent cultivation. Moreover, Sands China was the only Macao enterprise that won the "5-Year Benchmarking Enterprises Award" at the Employer Branding Creativity Awards 2022, thus establishing itself as a leading enterprise with influence and achievement in employer branding.

育才留才
Talent Cultivation and Retention

- Human Resources Online 員工體驗大獎 2022 (香港) —— 最佳管理培訓計劃金獎
- Human Resources Online 員工體驗大獎 2022 (香港) —— 最佳組織技能提升和技能重塑策略金獎
- Human Resources Online 員工體驗大獎 2022 (香港) —— 最佳獎勵和表彰計劃銀獎
- Human Resources Online 員工體驗大獎 2022 (新加坡) —— 最佳獎勵和表彰計劃銀獎
- HRflag 2022 極幟獎 —— 2022 年度人力資源共享服務中心

- Human Resources Online Employee Experience Awards 2022 (Hong Kong) – "Best Management Training Programme" Gold Award
- Human Resources Online Employee Experience Awards 2022 (Hong Kong) – "Best Organizational Upskilling and Reskilling Strategy" Gold Award
- Human Resources Online Employee Experience Awards 2022 (Hong Kong) – "Best Rewards and Recognition Programme" Silver Award
- Human Resources Online Employee Experience Awards 2022 (Singapore) – "Best Rewards and Recognition Programme" Silver Award
- HRflag 2022 Flag Awards – Best HR Shared Service Center 2022

員工福利及工作生活平衡
Employee Benefits and Work-Life Balance

- Human Resources Online 員工體驗大獎 2022 (香港) —— 最佳工作與生活和諧策略銀獎
- HRflag 2022 僱主品牌創意大賽 —— 員工福利創新獎

- Human Resources Online Employee Experience Awards 2022 (Hong Kong) – "Best Work-life Harmony Strategy" Silver Award
- HRflag 2022 Employer Branding Creativity Awards – Best Innovative Employee C&B (Compensation and Benefits) Programme

持續職場幸福感及員工體驗
Constant Enhancement for Workplace Happiness and Employee Experience

- Human Resources Online 員工體驗大獎 2022 (香港) —— 最佳僱主品牌推廣金獎
- Human Resources Online 員工體驗大獎 2022 (香港) —— 最創新和可持續發展工作場所銅獎
- Human Resources Online 員工體驗大獎 2022 (香港) —— 最佳環境、社會及企業管治策略銀獎
- 2022 HRoot 大中華區人力資源管理卓越大獎 —— 2022 大中華區最佳人力資源團隊
- HRflag 2022 極幟獎 —— 2022 年度人力資源管理團隊

- Human Resources Online Employee Experience Awards 2022 (Hong Kong) – "Best Employer Branding" Gold Award
- Human Resources Online Employee Experience Awards 2022 (Hong Kong) – "Most Innovative and Sustainable Workplace" Bronze Award
- Human Resources Online Employee Experience Awards 2022 (Hong Kong) – "Best ESG Strategy" Silver Award
- 2022 HRoot Awards – Best HR Teams in Greater China 2022
- HRflag 2022 Flag Awards – Best HR Team 2022

多元經濟

Economic Diversification



文旅會展多元並進　共譜發展全新篇章

Supporting Culture, Tourism, and MICE for a New Chapter of Growth


THE LONDONER
倫敦東人

文旅會展多元並進　共譜發展全新篇章

Supporting Culture, Tourism, and MICE for a New Chapter of Growth

推動非博彩元素的聯動發展，從而促使經濟多元及可持續發展，是澳門各界共同努力的發展方向。金沙中國作為澳門最大的綜合度假村營運商，多年來持續在本澳投資，為市場注入獨特的新元素，即使面對疫情仍未停下投資步伐。集團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。時至今日，金沙中國在澳投資總額已逾 150 億美元。

為了提升本澳的城市活力和魅力，集團亦致力促進本澳文化藝術及體育發展，豐富本澳居民生活和提升旅客綜合體驗，並配合政府近年著力推動「旅遊＋」的發展策略，不斷推陳出新，包括於 2022 年打造常設藝術空間**「金沙藝廊」**（旅遊＋文化）、參與**「澳門之味巡禮——五都薈萃」**（旅遊＋美食）活動、承辦**「中國（澳門）國際高品質消費博覽會暨橫琴世界灣區論壇」**（旅遊＋會展）、贊助**「金沙中國澳門格蘭披治四級方程式大賽」**（旅遊＋體育）等，致力為遊客及本澳居民提供多元化的休閒及娛樂體驗。

All sectors of society in Macao have been directed toward driving the synergistic development of non-gaming elements in pursuit of economic diversification and sustainability. As the largest integrated resort operator in the city, Sands China has been continually investing in Macao and injecting unique new elements into the market over the years, including during the pandemic. Our company's integrated resorts offer an array of leisure facilities that includes distinctive hotels, event venues, shopping, entertainment, food and beverage options, and kids play zones, which have successfully attracted a vast middle-class market, prolonged visitors' stay in Macao and boosted their spending, effectively advancing family tourism, MICE tourism and other industries in Macao. To date, Sands China has injected a total of over USD 15 billion into the city.

To enhance Macao's vitality and appeal, we are also committed to promoting the growth of local culture, art, and sports to enrich residents' life and elevate visitors' overall experience. We have been working in tandem with the "tourism +" developmental strategy vigorously propelled by the government in recent years and making new efforts such as inaugurating the permanent art space **Sands Gallery** (tourism + culture), joining the **"Crunch and Munch Fair in Macao – Fiesta for Five"** (tourism + gastronomy), coordinating the **China (Macau) High-quality Consumption Exhibition & Hengqin Global Bay Areas Forum** (tourism + MICE), and sponsoring the **Sands China Formula 4 Macau Grand Prix** (tourism + sports) in 2022, in a bid to provide both tourists and residents with a variety of leisure and entertainment experiences.

行政長官十二月與包括金沙中國在內的六間綜合度假村營運商代表簽署新一輪的十年期娛樂場幸運博彩經營批給合同。公司全體上下對公司成功投得新一輪批給感到鼓舞，期望未來十年及以後與特區政府攜手譜寫澳門發展的新篇章，將持續積極投資非博彩項目，為推動澳門成為世界旅遊休閒中心貢獻力量。

In December 2022, Macao's new 10-year gaming concession contracts were signed between the Chief Executive and the representatives of the six integrated resort operators. Our successful bid for a new gaming concession is an encouragement to all Sands China team members and, while looking forward to writing a new chapter of growth for Macao together with the SAR government over the next decade and beyond, our company will continue to proactively invest in non-gaming projects and contribute to Macao's development as a World Center of Tourism and Leisure.









金沙中國多元發展數據一覽（截至 2022 年 12 月 31 日）
Sands China Diversified Development Overview (As of December 31, 2022)



- **在澳投資總額達 150 億美元**
  Have invested a total of over USD 15 billion in Macao
- **接待近 8.67 億位賓客**
  Have welcomed nearly 867 million visitors



會展
MICE

- **會展空間達 158,000 平方米**
  158,000 m² of event space
- **會展空間佔本澳綜合旅遊休閒企業的 83%**
  Accounts for 83% of Macao's event spaces across local integrated tourism and leisure enterprises



娛樂
Entertainment

- **6 個劇院及綜藝館場地**
  6 theatres and arenas
- **提供超過 20,350 個座位**
  Over 20,350 seats
- **逾 370 萬人次觀眾入場**
  Have hosted 3.7 million audience members
- **舉行逾 700 個表演項目**
  Have hosted over 700 entertainment events



餐飲
Dining

- **設有超過 140 間餐廳**
  Over 140 restaurants



酒店
Hotels

- **客房數量：12,300+**
  12,300+ guest rooms



零售
Retail

- **近 700 家商店**
  Nearly 700 stores
- **零售空間達 195,000 平方米**
  195,000 m² of retail space

歐遊體驗完美呈獻
Genuine European Tour Experience

金沙中國旗下的三大歐洲主題綜合度假村澳門威尼斯人、澳門巴黎人及澳門倫敦人相互連接，在路氹組成大型綜合度假城，讓訪客和市民盡情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特色，盡情感受歐洲人的浪漫情懷。根據 2019 年進行的一項市場調研顯示，除了聯合國教科文組織世界遺產大三巴牌坊之外，澳門威尼斯人和澳門巴黎人是最受訪澳旅客青睞的旅遊熱點。

Sands China's three European-themed integrated resorts — The Venetian Macao, The Parisian Macao and The Londoner Macao — are interconnected to form an integrated resort city for both tourists and residents to experience the unique Italian city of water, the romance of Paris, and the charm of London, and immerse themselves in an authentic European ambiance. According to a market survey in 2019, The Venetian Macao and The Parisian Macao are the most popular attractions among tourists to Macao after the Ruins of St. Paul's, a UNESCO World Heritage Site.















為迎合時下旅遊潮流，我們營造眾多網紅打卡點，例如澳門倫敦人不同區域均設有互動式拍照場景，生動地把英倫地標、標誌性特色和人物再現，讓賓客隨走隨拍，記錄每個精彩時刻。公司亦憑「倫敦人打卡點」於2022 年第 19 屆國際商務大獎（International Business Awards）中，榮獲品牌與體驗類別「品牌激活」銀獎。

To keep up with the latest travel trends, we have recreated many of the Internet's most popular photo spots, such as interactive installations in different areas across The Londoner Macao, which recreate British landmarks, symbols and figures for our visitors to capture every amazing moment in photographs as they tour around. These Londoner Moments earned us a Silver Stevie Award for 'Brand Activation' in the Brand & Experiences category at the 19th Annual International Business Awards in 2022.

全力推動會展旅遊
Giving Full Momentum to MICE Tourism

會展業是促進澳門經濟適度多元的重點行業之一。金沙中國旗下提供約 12,300 間世界級酒店客房及套房，擁有約 158,000 平方米的靈活會展空間，佔本澳所有綜合旅遊休閒企業總和的 83%；配合專業銷售、技術、會議及展覽服務團隊提供一站式服務，以進一步推動「旅遊 + 會展」，鞏固其作為亞洲首屈一指的會議展覽目的地的美譽。自 2007 年以來，團隊已組織了近 9,000 次會議及展覽。

MICE is one of the key industries for driving the moderate economic diversification of Macao. Sands China provides around 12,300 world-class hotel rooms and suites and boasts some 158,000 square meters of flexible event spaces, representing 83% of the total event space in Macao across local integrated tourism and leisure enterprises. This is coupled with the one-stop services provided by professional sales, technical, convention and exhibition teams to further propel the "tourism + MICE" synergy and fortify the reputation of Macao as the second-to-none MICE destination in Asia. Since 2007, our professional teams have organized nearly 9,000 conventions and exhibitions.

澳門首個多功能會展演播空間
Macao's First Multifunctional Meetings and Broadcast Space

金沙中國 2022 年於澳門倫敦人推出澳門首個線上線下混合型會展演播空間 —— Smart Stage。不同於常規的「綠幕」環境，Smart Stage 的「延展實境」技術能讓演講者進行實時互動，提供更真實的體驗。演播空間的中央是一個配備高科技背景和活動地板的舞台，可以靈活配置以滿足各種活動的不同需求。除了現場直播之外，演播室的全息影像功能還可以將來自世界各地的與會者「傳送」到澳門，宛如親臨現場。Smart Stage 推出後的一個月內，金沙中國銷售團隊已經為來自全球各地客戶舉辦了超過 400 次虛擬現場考察。

Smart Stage, the first hybrid meetings and broadcast space in the city, was launched at The Londoner Macao by Sands China in 2022. Unlike the conventional "green screen" environment, the "extended reality" of Smart Stage allows presenters to interact with attendees in real time to deliver a more authentic experience. At the center of the broadcast space is a set fitted with a high-tech backdrop and floor that can be reconfigured to suit the various requirements of different events. In addition to live broadcasts, the extended reality studio can "teleport" global event participants live to Macao via holographic technology. Within the inaugural month of Smart Stage, our company's sales team hosted over 400 virtual site inspections for customers across the world.





辦高品會促琴澳融合發展
CHCE to Facilitate Hengqin and Macao's Integrated Growth

2022 年適逢橫琴粵澳深度合作區成立一周年，南光（集團）有限公司及中華人民共和國商務部外貿發展局於十二月舉行首屆中國（澳門）國際高品質消費博覽會暨橫琴世界灣區論壇（下稱「高品會」）。金沙中國是本次活動的承辦單位之一。是次活動是本澳首個「一會展兩地」模式舉行的會展活動，充分展示兩地資源融合及互補優勢的實力。高品會是為全面貫徹新發展理念，積極構建以國內大循環為主體、國內國際雙循環相互促進的新發展格局，貫徹落實習近平總書記關於粵澳合作開發橫琴的重要指示精神，以及支持橫琴粵澳深度合作區發展而設。承辦是次活動是金沙中國支持澳門特區政府的「會展＋」發展策略的重要一環。

With 2022 marking the first anniversary of the establishment of the Guangdong-Macao In-Depth Cooperation Zone in Hengqin, Nam Kwong Group Company Limited joined hands with the Trade Development Bureau of the Ministry of Commerce of the People's Republic of China to organize the First China (Macau) High-quality Consumption Exhibition & Hengqin Global Bay Areas Forum ("CHCE") in December, with Sands China serving as one of the coordinators. CHCE is the first event Macao has held in the "one event in two locations" format, fully demonstrating the resource integration between Hengqin and Macao and their complementary advantages. The event was conceived to meet several goals: to comprehensively realize the new development concept, construct a new development paradigm of the "dual circulation" of domestic and overseas markets with a focus on domestic circulation, implement President Xi Jinping's instructions concerning the development of Hengqin through Guangdong-Macao cooperation, and support the growth of the Guangdong-Macao In-Depth Cooperation Zone in Hengqin. Coordinating this event is an integral part of Sands China's support to the Macao SAR government's "MICE +" development strategy.



橫琴世界灣區論壇分為兩部分，其中主論壇於 12 月 2 日在金光會展舉行，而四場平行分論壇於 11 月 30 日及 12 月 1 日於橫琴凱悅酒店舉行。是次論壇是為促進粵澳兩地在橫琴進行深度合作而打造的國際平台，透過參考世界各地灣區的成功經驗，助力粵澳合作邁向全球合作發展新階段。論壇邀請政商學代表圍繞大灣區高品質生活、高端消費品、深合區政策優勢、後疫情時代經濟發展、科技創新、金融、人居、大健康、體育休閒、以及文旅會展產業發展等多個豐富議題展開主題演講及研討。

The Hengqin Global Bay Areas Forum was held in two parts, with the main forum held at Cotai Expo on December 2 and four parallel forums held at the Chimelong Hengqin Bay Hotel in Hengqin from November 30 to December 1. As an international platform created to promote extensive Guangdong-Macao cooperation in Hengqin, the Forum took reference from the successful experience of bay areas from around the world to help elevate Guangdong-Macao cooperation onto a new stage of global collaborative development. The event invited representatives from political, commercial, and academic sectors to give keynote speeches and have discussions on a variety of topics, including high-quality living in the Greater Bay Area, high-end consumer products, policy advantages of the In-Depth Cooperation Zone, post-pandemic economic growth, technological innovations, finance, sports and leisure, lifestyle, and big health, as well as cultural, tourism and MICE development.



金沙中國總裁王英偉博士於主論壇上就「藝文新視野：港澳推動灣區文創產業發展之路」一題發表演說，介紹自己在香港和澳門不同崗位上從事推動文化創意產業工作的經驗，同時藉此對港澳可如何推動大灣區成為中外文化藝術交流合作樞紐提出見解。

Dr. Wilfred Wong, president of Sands China Ltd., gave his speech 'New Cultural Horizons: Macao and Hong Kong's Path in Developing the Greater Bay Area's Creative and Cultural Industry' during the main forum, sharing his experiences in advancing the industries via the different positions he has held in Hong Kong and Macao, and providing insights into how the two cities can facilitate the Greater Bay Area becoming a hub for cultural and artistic exchange and collaboration between China and other regions.

有別於其他以「商對商」模式進行的大型展覽，**高品會**兼容「商對商」和「商對客」 兩種營銷形式，方便客人於展場直接向參展商選購產品。博覽會於 12 月 2 日至 4 日於澳門威尼斯人金光會展 A 及 B 館以及與四季名店相連的展區同步舉行，全場佔地逾 58,000 平方米，全力發揮綜合度假村的協同效應，打造高品質的旅遊體驗。

Differing from other large-scale exhibitions run in the B2B (business-to-business) format, CHCE adopted both B2B and B2C (business-to-consumer) marketing formats so that customers could purchase products directly from the exhibitors at the venue. The event was held concurrently at The Venetian Macao's Cotai Expo and at Shoppes at Four Seasons, two connected exhibition areas that fully realized the synergy of the integrated resorts and created a premium tourism experience across a total area of 58,000 square meters.





金光會展共設有五大主題展區，包括品質生活展區、品質消費展區、健康服務展區、國企品牌展區及省區市展區，匯聚國際及國內知名品牌高品質消費精品，以及生活科技、大健康及智慧出行等領域的代表產品。金沙中國透過是次博覽會為本地中小企及金沙中國供應商提供營商平台，協助他們將產品推廣至大灣區及以外的地區，造就無限商機。

Five thematic exhibition zones were featured at Cotai Expo during the event: the Quality Living Zone, Quality Consumption Zone, Wellness Services Zone, State-owned Enterprise Brands Zone, and Provinces and Cities Zone, bringing together under one roof premium consumer products of well-known domestic and international brands and representatives of lifestyle, technology, big health, and smart travel products. Through CHCE, Sands China provided a business platform for local SMEs and their suppliers and fostered a multitude of business opportunities by helping them promote their products to the Greater Bay Area and beyond.





鞏固「美食之都」美譽
Fortifying the "City of Gastronomy" Reputation

四百多年以來，美食一直是澳門中西文化交融的特色元素之一。澳門更憑藉其獨特的美食文化和內涵，於2017年獲聯合國教科文組織評定為「創意城市美食之都」。為此，金沙中國一直致力於為賓客提供獨具匠心的環球美饌，豐富澳門作為「創意城市美食之都」的內涵。在澳門特別行政區政府旅遊局支持下，公司與攜程集團再次合作，於11月4日共同舉辦「2022攜程美食林全球餐廳精選榜發佈會暨首屆元宇宙餐飲頒獎典禮」，旨在扶持美食商家，促進本地、異地旅遊在食、住、行等多方面的交流互動，提升旅行體驗，助力旅遊業復甦。

Gastronomy has always been a featured element of Sino-Western cultural integration in Macao over the past four centuries, and Macao was designated a Creative City of Gastronomy by UNESCO in 2017 for its unique culinary culture and connotations. Therefore, Sands China is committed to providing guests with ingeniously crafted cuisines from around the globe to enrich Macao as a Creative City of Gastronomy. With the support of the Macao Government Tourism Office, our company once again partnered with Trip.com Group to host the "Trip.com Group Gourmet 2022 Global Restaurant Awards Ceremony and the First Metaverse Gourmet Event" on November 4 with the aim of fostering food businesses, encouraging exchange between Macao and other regions in dining, accommodation, and travel, enhancing travel experience, and boosting tourism recovery.











金沙中國於 12 月 16 日至 26 日一連十一天參與「澳門之味巡禮 —— 五都薈萃」活動，向居民及遊客推介金沙中國包羅萬有的餐飲選項。活動邀請澳門及其他四個獲評定為「創意城市美食之都」的內地城市 —— 成都、順德、揚州及淮安的餐飲業界齊聚一堂，共襄盛舉。此項盛事呈獻五地多元的特色美食，集旅遊、美食、購物、文創、中葡文化推廣、會展及娛樂於一體，旨在深化提升澳門作為旅遊城市的吸引力。

Sands China joined the 11-day event "Crunch and Munch Fair in Macao – Fiesta for Five" from December 16 to 26 to introduce residents and tourists to its comprehensive dining options. Catering operators from Macao and the other four mainland Creative Cites of Gastronomy, namely Chengdu, Shunde, Yangzhou, and Huai'an, were invited to join this event. Featuring a variety of food specialties from the five cities, this event integrated tourism, gastronomy, shopping, culture and creativity, and promotion of Chinese and Lusophone cultures, together with MICE and entertainment with a view to reinforce and elevate Macao's appeal as a tourist destination.

此外，公司旗下餐廳憑藉卓越的食材、廚師、料理創新及環境氛圍，於 2022 年獲得多項認可：

In addition, our restaurants won a range of accolades in 2022 with their exceptional ingredients, chefs, culinary innovations, and atmosphere:

主辦機構 Organizer	獎項 Award	獲獎餐廳 Winners
《南華早報》2022 年《100 Top Tables》餐廳指南 South China Morning Post's 100 Top Tables 2022 – A Fine Dining Guide	100 Top Tables	淮揚曉宴、雅舍、紫逸軒 The Huaiyang Garden, The Manor, Zi Yat Heen
美團「2022 黑珍珠餐廳指南」 Meituan Black Pearl Restaurant Guide 2022	二鑽 Two diamonds	巴黎軒 La Chine
	一鑽 One diamond	紫逸軒 Zi Yat Heen
2022 攜程美食林全球餐廳精選榜 Trip.com Group Gourmet 2022 Global Restaurant Awards	鑽石 Diamond	巴黎軒、淮揚曉宴、紫逸軒 La Chine, The Huaiyang Garden, Zi Yat Heen
	鉑金 Diamond Platinum	醉江南、薈景 38、雅舍 Jiang Nan by Jereme Leung, Vista 38, The Manor
	金牌 Gold Medal	品粵軒、喜樂日本料理、巴黎人法式餐廳、御蓮宮、巴黎人自助餐、邱吉爾餐廳、北方鳴苑、希雅度葡國餐廳、鳴詩餐廳、曉亭 Pin Yue Xuan, Hiro by Hiroshi Kagata, Brasserie, Lotus Palace, Le Buffet, Churchill's Table, North Palace, Chiado, Belcanção, Xiao Ting
	銀牌 Silver Medal	北方館、帝王點心 North Palace, Imperial House Dim Sum
2022 中國年度酒單大獎 2022 China's Wine List of the Year	「三杯」卓越獎 3 Glasses	北方館、碧濤意國漁鄉、喜樂日本料理、醉江南、邱吉爾餐廳、北方鳴苑、巴黎人法式餐廳、巴黎軒、御蓮宮、高雅扒房、金沙閣、雅舍 North, Portofino, Hiro by Hiroshi Kagata, Jiang Nan by Jereme Leung, Churchill's Table, North Palace, Brasserie, La Chine, Lotus Palace, Copa Steakhouse, Golden Court, The Manor
	「二杯」優秀獎 2 Glasses	淮揚曉宴、希雅度葡國餐廳、紫逸軒、澳門瑞吉酒吧 The Huaiyang Garden, Chiado, Zi Yat Heen, The St. Regis Bar

豪華購物體驗
Deluxe Shopping Experiences

金沙中國擁有全澳最大的零售空間，其中包括由四個特色商場一脈相連的超大型購物空間 —— 澳門金沙購物城邦，擁有逾 710 間世界級頂尖免稅品牌商店，零售空間超過 195,000 平方米，縱然這兩年受著疫情影響，公司的高端品的銷售額仍超疫情前，顯示旅客於該領域消費能力依然強大。

Sands China boasts the largest retail space in Macao, including Sands Shoppes – a mega-sized shopping complex featuring four interconnected shopping malls with a total of over 710 world-class duty-free outlets across 195,000 square meters of retail space. Despite the impact of the pandemic over more than two years, our company has bounced back to record sales volumes of high-end items that exceeded pre-pandemic levels, which reflects the strong spending power of tourists in this respect.

有別於其他大型博覽會一般「商對商」為主的模式，金沙中國 2022 年 12 月承辦的**高品會**融合「商對客」和「商對商」的營銷形式，讓消費者直接於現場購買心儀商品。除了澳門威尼斯人的金光會展外，公司更是史無前例加入整個四季名店作為展區，兩個展區總面積超過 58,000 萬平方米，互連互通，將有效發揮綜合度假村內不同元素的聯動效應，為旅客帶來一站式的優質旅遊休閒配套和服務。

As December's **CHCE** combined B2B and B2C marketing formats, it allowed customers to purchase their favorite items directly at the venue. In addition to Cotai Expo at The Venetian Macao, our company unprecedentedly included the entire Shoppes at Four Seasons as an exhibition zone. With a total area of over 58,000 square meters, the two interconnected exhibition zones effectively realized the synergy of different elements within the integrated resorts and provided tourists with one-stop quality travel and leisure facilities and services.





四季名店零售商在展會期間專為參展商、貴賓、與會者及入場人士提供各種限時優惠、店內服裝秀、產品預覽和工作坊等。而作為是次活動的協辦單位，DFS 集團於旗下澳門 T 廣場四季名店舉行「曠世珍藏」鑑賞會，展示來自逾 40 個國際知名品牌、超過 330 件專為活動而製的高級腕錶及珠寶。澳門金沙購物城邦亦誠意羅列出眾多國際時尚品牌優惠，為賓客提供澳門最大型的免稅豪華購物體驗。

During CHCE, retailers at Shoppes at Four Seasons provided limited-time offers and held in-store fashion shows, product previews, and workshops for exhibitors, VIP guests, attendees, and visitors. As a co-organizer of this event, DFS Group hosted the showcase "Masters of Time by DFS" at T Galleria by DFS, Macau, Shoppes at Four Seasons, exhibiting over 330 premium timepieces and fine jewelries of some 40 world-renowned brands crafted specially for the event. Sands Shoppes also rolled out an array of genuine special offers for international fashion brands to provide customers with a deluxe duty-free shopping experience on the largest scale in Macao.

促進藝文創意發展
Bolstering Development of Culture, Art, and Creativity

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，金沙中國致力為澳門市民和遊客推出精彩紛呈的非博彩娛樂項目，並舉行多元且具影響力的藝文活動，如國際電影節及頒獎禮，並邀請國際知名和本地藝術家舉行展覽。集團旗下擁有六個多功能演出場館，座位總數超過 20,300 個，為賓客帶來國際頂級娛樂表演。金沙中國自 2007 年起舉行超過 700 個表演項目，吸引超過 370 萬人次觀看。

As the integrated tourism and leisure enterprise with the largest scale of non-gaming facilities and software and hardware resources in Macao, Sands China is dedicated to launching a dazzling range of non-gaming entertainment projects for residents and tourists, organizing diverse and influential cultural events such as international film festivals and award ceremonies, and hosting exhibitions that invite world-acclaimed and local artists. Our company boasts six multi-functional performance venues with a total capacity of over 20,300 seats, where first-class entertainment performances can be presented. Since 2007, Sands China has hosted over 700 entertainment events, which have attracted an audience of over 3.7 million.





近年集團加強與內地各電視台及媒體機構合作，吸引了眾多製作人到澳門拍攝知名真人秀節目和綜藝節目。與此同時，集團樂於為不同類型的國際和本地演出提供場地支持，並配合文化局的場地贊助要求，協助舉辦如澳門國際音樂節、澳門藝術節的演出，以作為公司對本澳文化藝術發展的扶持舉措之一。2022 年，我們持續不遺餘力支持本地團體推廣文化藝術，場地贊助項目包括：澳門文化局及中聯辦宣傳文化部主辦的當代雜技劇《化 · 蝶》、澳門街舞文化協會主辦的《〈TIMES〉 Showcase》等。

In recent years, Sands China has strengthened cooperation with mainland television broadcasters and media outlets and attracted many producers to film well-known reality shows and variety shows in Macao. Moreover, our company takes delight in offering venue support for different types of international and local performances and has assisted in hosting performances of the Macao International Music Festival and the Macao Arts Festival under the Cultural Affairs Bureau's venue sponsorship requirements, as part of our support for local cultural and artistic development. In 2022, we continued to lend full support to the efforts of local associations in promoting art and culture, and provided venue sponsorships for projects such as the contemporary acrobatic show The Butterfly Lovers, jointly organized by the Cultural Affairs Bureau and the Department of Publicity and Culture of the Liaison Office of the Central People's Government in the Macao SAR, and TIMES Showcase organized by the Macau Street Dance Culture Association.

打造常設藝術空間
Launch of Permanent Art Space

金沙中國的常設藝術空間——座落於四季名薈六樓的「金沙藝廊」於 2022 年 2 月開幕，旨在為賓客帶來豐富多樣的藝術展覽，從而推動本地文創產業持續發展。公司自植根澳門以來積極投放資源舉辦各類型藝術文化活動，期望藉著「金沙藝廊」助力推進澳門建設以中華文化為主流、多元文化共存的文化交流基地。「金沙藝廊」的設立亦在於「交流、互鑑、提高」，透過打造一個高規格的藝術交流及展示平台，持續為市民大眾及藝術愛好者引進國際藝術大師的珍品，培養觀眾的藝術審美能力和提升鑑賞氛圍，激發本澳藝術家的創作動力，為本地文化創意產業帶來新氣象。

Sands Gallery, the permanent art space of Sands China located on the 6th floor of The Grand Suites at Four Seasons, was inaugurated in February 2022 to provide an opportunity for guests to explore an ever-changing variety of art exhibitions and propel the continuous growth of local cultural and creative industries. Since the beginning of doing business in Macao, our company has been investing resources in organizing various art and cultural activities and hopes the gallery will assist Macao in its positioning as a multi-cultural exchange and cooperation base with an emphasis on Chinese culture. Sands Gallery's ultimate objective has always been to encourage mutual exchange and artistic advancement. By offering a high-class platform for artistic exchange and showcase and by continuously introducing masterpieces created by renowned artists to the general public and art lovers, the gallery aims to play an active role in enhancing the public's art appreciation, enriching the artistic atmosphere in Macao, and further motivating local artists to advance their creative pursuits, thus injecting new vitality into local cultural and creative industries.

2022 年於金沙藝廊舉行的展覽包括：
Exhibitions Hosted at Sands Gallery in 2022:

《惟墨維新 —— 新東方審美的重塑》王冬齡、徐累藝術展
The Innovation of Ink: Transformation and Reinvention of Oriental Aesthetics — Featured Exhibition of Wang Dongling & Xu Lei

該展覽為「金沙藝廊」的開幕首展，由國際著名美術史學者、美國俄亥俄州立大學中國美術史教授安雅蘭女士策展，展出兩位當代水墨重量級藝術家超過 30 件獨特佳作，透過王冬齡筆勢磅礴的書法作品及徐累精緻優雅的水墨畫呈現出當代水墨的中流砥柱和創新面貌，展現出藝術家獨特的原創性，而當中所詮釋的東西美學更與澳門這個中西文化糅合之地互相呼應。

展期：2022 年 2 月 24 日至 3 月 20 日

Curated by Julia F. Andrews, a distinguished art historian and professor of Chinese art history at Ohio State University, this very first headline exhibition of Sands Gallery showcased over 30 distinctive artworks created by the two influential contemporary ink painting artists. The powerful calligraphic works of Wang Dongling and exquisite ink paintings of Xu Lei embody the essence and innovation of ink painting in the contemporary era and reveal the two artists' unique originality. The Oriental and Western aesthetics interpreted in the artworks resonates with Macao, a city where Chinese and Western cultures converge.

Date: February 24 – March 20, 2022





《101 缽子 —— 水禾田作品及張嘉寶衣著設計展》
101 Bowls — An Art Exhibition Featuring Water Poon's Works & Romy Cheung's Fashion

展覽以「盛載物、盛滿愛」為題，展出逾 40 件由水禾田大師手繪的陶缽及畫作，其以「二十四節氣」為題的陶缽透過中國水墨書畫展現節氣獨特之美，部分作品配合張嘉寶女士設計的服裝一同展出。《101 缽子》系列為水禾田大師的公益藝術巡迴展，是次澳門展覽中十隻陶缽作品用作慈善義賣，合共籌得澳門幣十萬元的善款，全數收益捐贈予「彩虹路」，用作資助國內少數民族地區農村小學美術教育的推廣。

展期：2022 年 4 月 28 日至 5 月 29 日

Taking "Full of Content, Full of Love" as its theme, the exhibition showcased over 40 bowls and paintings hand-drawn by the distinguished artist Water Poon. The bowls were based on the theme of the 24 Chinese solar terms and represent the unique beauty of these terms through Chinese ink painting, with some of the works displayed alongside outfits designed by Romy Cheung. The "101 Bowls" series is a charitable roving exhibition of Water Poon, and ten selected bowls featured in the Macao exhibition raised a total of MOP 100,000 through charity sales. All sales proceeds were donated to the "Rainbow Road" project, contributing to the promotion of primary art education in ethnic rural areas in China.

Date: April 28 – May 29, 2022





《歲月如歌 —— 汪曉曙油畫、水彩畫作品展》
Years as Songs — An Exhibition of Wang Xiaoshu's Oil and Watercolor Paintings

由賞心堂（澳門）書畫會主辦的《歲月如歌——汪曉曙油畫、水彩畫作品展》展出以「歷史長河」、「當下生活」和「歲月留痕」為題材的 40 幅畫作。汪曉曙是個多才多藝的藝術大師，他從事美術教育多年，精通油畫、水彩畫、中國畫及連環畫等。這次展出的作品以新創作為主，期望觀眾對汪曉曙的創作有全方位的認識和瞭解。

展期：2022 年 10 月 18 日至 23 日

Hosted by the Delight (Macau) Calligraphy Association, the exhibition showcased 40 paintings themed on "River of History," "Life at Present," and "Traces of Time." Wang Xiaoshu is a versatile artist who has dedicated years of his life to fine art education and excels in oil painting, watercolor, Chinese painting and sequential drawing. With a focus on Wang's latest works, the exhibition sought to give viewers a comprehensive understanding of his creative journey.

Date: October 18 – 23, 2022





《水墨 · 抽象》
Ink Wash · Abstraction

《水墨 · 抽象》是中國當代水墨畫家馮鐘雲及意大利藝術家 Elisa Sighicelli 首個亞洲聯展，由身兼中央美術學院美術館館長、中央美術學院教授及博士生導師張子康擔任策展人，展出兩位藝術家 30 逾件的水墨畫及攝影作品，透過同場展出中國當代水墨畫與意大利抽象攝影這兩種風格迥異的藝術作品，併發出東西方藝術融合的火花及文化碰撞，為藝術品注入和諧觀感。

展期：2022 年 11 月 10 日至 2023 年 1 月 8 日

This was the first joint exhibition in Asia by Chinese contemporary ink painter Feng Zhongyun and Italian artist Elisa Sighicelli. Curated by Zhang Zikang, the director of CAFA Art Museum and professor and doctoral supervisor of the Central Academy of Fine Arts (CAFA), the exhibition displayed some 30 ink paintings and photographic works by the two artists. Through presenting artworks of two distinctive styles in the same venue, namely Chinese contemporary ink painting and Italian abstract photography, this exhibition sought to trigger the chemistry and cultural convergence from the integration of Chinese and Western art and showcase harmony via the exhibits.

Date: November 10, 2022 – January 8, 2023







鼓勵影視藝術成長
Fostering the Art of Filmmaking

為促進澳門影視文化產業發展，提升本地影視創作人才的能力，金沙中國贊助望德堂區創意產業促進會舉辦「馬交影藝新思維微電影拍攝支援計劃」。計劃特邀各地電影界的專業人員擔任導師，教授學員關於電影製作等專業技術及知識，以提升本澳電影製作水平。金沙中國期望藉支持澳門新生代電影工作者拍攝微電影，為澳門影視創作人提供創作機會，讓電影藝術的種子繼續在這片土地上茁壯成長。

To drive the development of the television and movie industries in Macao and enhance the abilities of local producers, Sands China sponsored the Creative Industries Promotion Association of St. Lazarus Church District (CIPA) in organizing the New Art Studies in Filming – Micro Movie Support Program, which aims to improve the quality of film production in Macao by inviting professional filmmakers from different regions to impart movie production skills and knowledge to students. By supporting the new generation of local filmmakers in filming micro movies, Sands China hopes to provide them with production opportunities and facilitate the growth of the seeds of filmmaking in the soil of Macao.



促進體育旅遊事業
Promoting the Sports Tourism Industry

自 2007 年起，金沙中國一直不遺餘力為澳門引入各項大型國際體壇盛事，多年來透過舉辦或贊助各項體育活動，包括籃球、足球、拳賽、高爾夫球賽、長跑賽等，積極推動本澳體育事業發展，助力澳門成為世界旅遊休閒中心。2022 年，金沙中國冠名贊助第 69 屆澳門格蘭披治大賽車的其中一項焦點賽事「金沙中國澳門格蘭披治四級方程式大賽」，助力一眾有實力的年青車手走向國際賽車舞台，同時亦全力支持澳門特區政府促進經濟復甦及推動「體育 + 旅遊」的融合發展。

Since 2007, Sands China has spared no effort in introducing large-scale international sports events to Macao. By organizing or sponsoring various sports events over the years, which include basketball, football, boxing, golf competitions, and long-distance races, our company has been actively propelling the development of the local sports industry and assisting Macao to become a World Center of Tourism and Leisure. In 2022, our company title-sponsored the Sands China Formula 4 Macau Grand Prix, one of the highlights of the 69th Macau Grand Prix, with a view to help capable young drivers to ascend to the international stage and also lend full support to the Macao SAR government's direction of facilitating economic recovery and the integrated growth of "sports + tourism."





除賽事贊助外，金沙中國於澳門倫敦人特設互動式格蘭披治大賽車展位，並邀請本地社服機構一同參與活動，與本澳社區及旅客分享這項澳門年度體壇盛事的緊張刺激氣氛。澳門格蘭披治大賽車前數周，金沙中國關懷大使連同澳門善牧會婦女互助中心的會員一行約 30 人遊覽了澳門大賽車博物館。而在舉行「金沙中國澳門格蘭披治四級方程式大賽 」首回合當日，關懷大使首先陪同他們前往互動式格蘭披治大賽車展位預熱；及後邀請他們往現場觀賞四級方程式大賽，親身感受賽車運動的精彩和刺激，攜手建設和諧共融社區。

In addition to sponsoring the race, Sands China installed an interactive Grand Prix pop-up booth at The Londoner Macao and invited local community groups to join activities there to share the exciting ambience of the Macau Grand Prix with both the Macao community and tourists. In the lead up to the Grand Prix, a group of 30, including Sands Cares Ambassadors and members of the Good Shepherd Sisters' Women's Mutual Help Centre, visited the Macao Grand Prix Museum. On the day of Race 1 of the Sands China Formula 4 Macau Grand Prix, the Ambassadors accompanied the members on a day tour, going first to the Grand Prix pop-up booth before heading to the peninsula to enjoy the race and experience the exhilaration of motorsports first-hand, with a view to support the building of a harmonious and inclusive community.





許下投資承諾　放眼十年願景
Investment Pledge with a 10-Year Vision

金沙中國於 11 月 26 日獲澳門特別行政區政府臨時判給新博彩經營批給，並於 12 月 16 日簽署新一輪的十年期娛樂場幸運博彩經營批給合同。公司承諾期間將在資本及營運項目上投資澳門幣 300 億元（37.5 億美元），包括將澳門幣 278 億元（35 億美元）投資在非博彩投資項目，從中吸引國際客源，並於標書詳列了集團繼續助力澳門提升其國際旅遊吸引力的計劃，其中包括：

Sands China was awarded a provisional gaming concession by the Macao SAR government on November 26 and signed a finalized 10-year gaming concession contract on December 16. Sands China has pledged to spend MOP 30 billion (USD 3.75 billion) throughout the concession period on both capital and operating projects, including MOP 27.8 billion (USD 3.5 billion) in non-gaming projects that will also appeal to international visitors, and the tender has detailed our company's plans to help broaden Macao's appeal as an international tourist destination, with highlights including:

- **擴展會展中心及相關設施的規模，並提升和優化其質量**，包括擬於現有威尼斯人金光會展的毗鄰開發一個全新的面積達 18,000 平方米的會展設施，透過擴建打造互相連接的會展空間，讓澳門有能力舉辦更多國際大型會展活動。同時，金沙中國將加強會議旅遊的策劃、組織和向海外市場推廣的工作，以吸引全球跨國公司在澳門舉辦年度會議和企業峰會。



Expanding, improving, and optimizing the scale and quality of our convention centers and related amenities. This would include the proposed development of a new MICE facility of approximately 18,000 square meters adjacent to the existing Cotai Expo, expanding our company's footprint of inter-connected meeting spaces and enabling the hosting of more large-scale international MICE events in Macao. To complement these efforts, Sands China will strengthen the planning, organization, and international marketing of convention tourism in order to attract global multinational companies to host annual meetings and corporate summits in the city.

- **改造現時的巴黎人花園，擬議打造一個面積約 50,000 平方米的嶄新且獨特的國際級主題花園目的地。**這座計劃以花園為主題的景點將包括一個標誌性的溫室，以及與主題有關的綠化空間和設施。溫室花園將打造成為澳門的一個國際知名地標，為旅客和本地居民提供一個全年的主題景點。



Redeveloping the existing Le Jardin into a new and internationally unique garden-themed destination of approximately 50,000 square meters. The proposed garden-themed attraction will include an iconic conservatory together with theme-related green spaces and amenities. The conservatory will be built into a Macao landmark of international renown, providing a year-round themed attraction for tourists and residents.

透過向金光綜藝館策略性加大投資和全面升級，進一步擴展娛樂、體育盛事和旅遊產品，以開拓國際客源市場。金沙中國亦將開設多間全新餐廳並引進創新的國際烹飪理念，以支持澳門作為美食之都的地位。同時，亦會推出集美饌佳餚、與「星」同遊等娛樂體驗及水上運動於一身的奢華遊艇體驗。

Increasing investment in and comprehensively upgrading the Cotai Arena to expand our entertainment and sporting events and tourism offerings to explore the international tourist source market. Sands China will also inaugurate several new restaurants and introduce innovative international culinary concepts to support Macao's position as a City of Gastronomy. Sands China will also launch a luxury yacht experience featuring on-board dining, on-board entertainment including celebrity appearances, and water sports.

制定全面的海外市場推廣策略，並於多項重點領域作出相關的投資承諾：

Developing a comprehensive overseas marketing strategy and making related investment commitments across a number of key activities:

市場營銷開支集中針對海外市場，包括海外媒體及分銷網絡平台
Focus marketing expenditure on overseas markets, including overseas media and distribution platforms

擴大公司在亞洲和美國 / 歐洲的國際銷售辦事處網絡
Host the annual large-scale international business exchange event "Macao Expand" to extend our company's network of international sales offices in Asia and US/Europe

於新加坡濱海灣金沙舉辦年度「展示澳門」大型國際商務交流活動，以提高澳門作為會展旅遊目的地的曝光率
Host the annual large-scale international business exchange event "Macao Showcase" at Marina Bay Sands in Singapore to increase the exposure of Macao as a MICE tourism destination

主要目標國際客戶市場包括韓國、日本、印度、東南亞和美國
Target major international customer markets including South Korea, Japan, India, Southeast Asia, and the United States

加大對本地中小企的支持，繼續優先僱用及培訓本地居民，為他們提供橫向和向上流動的職業發展機會。為此，金沙中國將於金沙中國學院內增設六個全新的專科學院，重點關注會展、酒店管理、綜合度假村管理、設施管理、負責任博彩和娛樂表演等培訓。同時，公司將計劃創建孵化中心，旨在發掘和培育具潛力的本地創新科技及支持相關初創製造企業。

Lending greater support to small and medium-size enterprises, continuing to give priority to the hiring and training of Macao residents, and offering them horizontal and upward mobility opportunities. To this end, Sands China will establish six new Sands China Academies focusing on MICE, hospitality, integrated resort management, facilities management, responsible gaming, and entertainment. Meanwhile, Sands China will create an incubation center to discover and nurture promising local technology innovation and relevant entrepreneurship.

- **實施澳門文化遺產的推廣計劃**，包括在本澳舊城區內舉辦文化遺產慶典，為旅客提供澳門舊城區的旅遊導賞服務，以及於澳門具歷史意義的地標內舉辦會展團體活動等。推出創新計劃以活化澳門的深厚文化遺產底蘊，包括與本地藝術家合作在經修復的建築物定期舉辦表演、展覽及工作坊。

  Executing specific plans to promote Macao's cultural heritage. These plans include hosting a Macao Heritage Carnival throughout the city's old districts, providing guided tours to Macao's old districts for visitors, and hosting MICE group events at Macao's historical landmarks. Innovative programs will be launched to revitalize Macao's rich cultural heritage, including partnering with local artists to hold regular performances, exhibitions, and workshops in rehabilitated buildings.

金沙中國十分期待在未來十年繼續支持澳門的發展，助力澳門發展成為世界領先的休閒及商務旅遊目的地，共創美好將來。

Sands China is eager to support Macao's growth over the next decade, so as to help the city become established as a world-leading leisure and business travel destination and build a bright future together.



社區參與

COMMUNITY ENGAGEMENT





惠澤社群廿載　共建關愛社會

Two Decades of Community Work to Build a Caring Society

惠澤社群廿載　共建關愛社會

Two Decades of Community Work to Build a Caring Society

作為澳門首家綜合旅遊休閒企業，金沙中國根植澳門二十載，一直以澳門為家，致力回饋澳門社區。公司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，以實際行動履行企業社會責任，多年來與 520 間本地機構及社團攜手合作，積極透過經濟援助、社區援助及合作、物資捐贈等方式開展慈善工作。此外，金沙中國建立了義工隊「金沙中國關懷大使」，成為全澳首間成立義工隊伍的綜合旅遊休閒企業，提供平台讓團隊成員參與社區義工活動，向弱勢人士送上關愛。

As the first integrated resort operator in Macao, Sands China has been rooted in the city for two decades and is committed to giving back to the local community that it calls home. Upholding the mission of Sands Cares, the global corporate citizenship program of our parent company Las Vegas Sands Corp., we have been fulfilling our corporate social responsibility with concrete action. Over the years, we have worked with 520 local organizations and civic associations to actively carry out charitable work through financial aid, community assistance and collaboration, and supplies donation. Moreover, Sands China was the first integrated resort operator in Macao to establish a volunteer team, the Sands Cares Ambassadors, to give team members a platform to participate in voluntary community activities and care for the disadvantaged.

企業捐款及贊助
CORPORATE DONATIONS AND SPONSORSHIPS

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

金沙中國一直致力推動本地多元人才發展，為各行各業儲備更多優秀人才。自 2006 年起，公司連續十六年向本澳多所大專院校捐贈獎學金及助學金，透過年度捐款為本澳作育英才貢獻力量。

2022 年，金沙中國向七所本地大專院校捐贈獎助學金澳門幣 108 萬元，分配予 108 名本地學生作本學年的學費補助，受惠學生按其上一學年的學術表現及財政狀況等標準由校方作評選。十六年來，公司合共向本澳多所大專院校捐贈獎助學金總額逾澳門幣 1,350 萬元，惠及近 1,600 名本地學生。

Sands China is dedicated to promoting the development of diversified talent in Macao and adding to the city's pool of human resources. Since 2006, our company has provided 16 consecutive years of scholarships and fellowships to local tertiary institutions, thus helping nurture the growth of local youth.

In 2022, Sands China donated MOP 1.08 million to seven local tertiary institutions, which was distributed among 108 local students to support their studies for the academic year. The beneficiary students were selected by the educational institutions based on their academic performance and financial status during the previous academic year. Over the past 16 years, our company has provided scholarships and fellowships worth MOP 13.5 million to local tertiary institutions, which have benefited nearly 1,600 local students.



支持及贊助社區活動
Support and Sponsorship of Community Activities

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 2022 年度的項目包括：

For many years now, Sands China has donated generously to support the operations and charitable activities of local social service organizations; in 2022 this has included:



向澳門仁慈堂社服店捐贈澳門幣 30 萬元，連續 10 年捐款支持食物籃派發活動；截至 2022 年，該活動共惠及 3,400 戶弱勢家庭。

A donation of MOP 300,000 to the Macau Holy House of Mercy's Welfare Shop and support for its food hamper distribution for 10 consecutive years. As of 2022, this activity had benefited 3,400 underprivileged families.



向**澳門同善堂**捐贈澳門幣 60 萬元，連續 **19** 年響應一年一度的「**沿門勸捐**」籌款活動，支持同善堂各項慈善服務。

A donation of MOP 600,000 to the **Macau Tung Sin Tong Charitable Society** and backing of the organization's annual **fundraising campaign** for 19 consecutive years to support its various charitable services.



向**澳門明愛**捐贈澳門幣 30 萬元，支持「**第 53 屆明愛慈善園遊會**」及「**2022 澳門明愛慈善跑**」兩項年度籌款活動。截至 2022 年，金沙中國已連續第 19 年捐款支持該非牟利團體，活動所籌得之善款全數用作明愛興建小型安老院之用。

A donation of MOP 300,000 to **Caritas Macau** to support their two annual fundraising events, the **53rd Charity Bazaar** and **2022 Charity Run**. As of 2022, Sands China has backed this non-profit organization for 19 consecutive years, and all funds raised through the events are being used for building a small elderly home.



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**」；截至 2022 年，公司連續 19 年捐款支持該項慈善活動，持續為支持本地弱勢社群貢獻力量。

A donation of MOP 600,000 to the **Charity Fund from the Readers of Macao Daily News** to support the annual **Walk for A Million**. As of 2022, Sands China has backed this charitable event for 19 consecutive years, providing continuous support to local disadvantaged populations.



向**澳門特殊奧運會**捐款澳門幣 24 萬 8 千元以支持「**特奧健康運動員計劃**」。自 2014 年計劃啟動以來，公司已連續 **9** 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健康檢查，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。

A donation of MOP 248,000 to the **Macau Special Olympics** to support their **Healthy Athletes Program**. It is the 9th consecutive year that our company has supported the program since its launch in 2014, and our company's contributions have benefited more than 5,500 people with mental disabilities, helping them receive various health checks and improve their health through medical follow-ups fully subsidized by health funds.



捐助澳門幣 21 萬 4 千元予**挪亞家庭互助協會**，以支持挪亞青年成長發展中心透過舉辦職業培訓、藝術文化培訓、工作實習及就業配對，為青年人提供更廣闊的職涯發展及建立正向人生觀。

A donation of MOP 214,000 to the **Noah Family Mutual Aid Association** to support the Noah Family Mutual Aid Association in providing young people with broader career prospects and helping them build up a positive outlook on life through occupational training, art and cultural training, internships and job matching sessions.



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**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 11,600** 名獨居長者。

A donation of MOP 240,000 to the **General Union of Neighborhood Associations of Macau** to sponsor the home maintenance program and Peng On Tung Tele-Assistance Services for people with financial difficulties. The contributions made by our company since 2010 have benefited over 11,600 live-alone seniors.



向**鮑青網**捐贈澳門幣 7 萬元，支援該會在特殊教育需要青年方面的服務及工作。自 2018 年起，公司已連續 4 年向鮑青網捐贈善款，支持該機構營運。

A donation of MOP 70,000 to **Bosco Youth Service Network (BYS)** to support the organization's services and work for young people with special education needs. Since 2018, our company has made donations to BYS for 4 consecutive years to support their operation.



向**澳門扶康會**捐款近澳門幣 26 萬元以支持「**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於節慶期間送到本地不同的社區群體，與大家分享節日歡樂，最終達到助人自助的目的。金沙中國自 2006 年起支持此計劃，至今已達 **16** 年。

A donation of nearly MOP 260,000 to **Fuhong Society of Macau** to support their Help Them **Help Themselves Gift Sponsorship Program** in the hope of providing job opportunities for people with disabilities that play to their strengths. Gifts made by members of the society were delivered to different local community groups during festive seasons to share the joy of the holidays together, thus helping others to help themselves. Sands China has been supporting this program for **16 years**, since 2006.



向**澳門動物愛護協會**捐款澳門幣 8 萬元以支持其動物保護工作。金沙中國自 2011 年起持續以捐款方式支持該協會營運，至今已達 12 年。

A donation of MOP 80,000 to **Anima – Society for the Protection of Animals Macau** to support their work in animal protection. Sands China has been backing the society's operation with donations for 12 years, since 2011.



向**澳門奧比斯**捐款澳門幣 10 萬元，連續 17 年支持其「**愛眼行動**」，鼓勵大家注意個人以至全球眼疾患者的眼睛健康，同時喚起社會各界關注全球眼疾問題。

A donation of MOP 100,000 to **Orbis Macau** and support for its **Action for Sight** campaign for 17 consecutive years to draw the public's attention to eye health for themselves and for individuals with eye diseases around the world.

獎項及榮譽
AWARDS AND HONORS

國際特奧會東亞區「全球健康領導獎」
Golisano Health Leadership Award for East Asia Region

自 2014 年起，金沙中國一直贊助和支持由澳門特奧會舉辦的「特奧社區 —— 關愛健康計劃」，為更多智障人士提供健康篩查，從而改善他們的生活質素。憑藉此項計劃，金沙中國從國際特奧會一眾合作單位中脫穎而出， 榮獲東亞區「全球健康領導獎」。「全球健康領導獎」是國際特奧會授予健康合作伙伴的最高榮譽。是次獲獎正是金沙中國多年來致力深耕社區，促進和諧共融的最佳印證。

Sands China has been sponsoring and supporting the Healthy Athletes Program initiated by Macau Special Olympics to provide health screenings for mentally handicapped individuals and enhance their quality of life. With this program, Sands China stood out from a number of Special Olympics partners to win a Golisano Health Leadership Award for the East Asia Region. The award is the highest honor for health partners that is granted by the Special Olympics, and this recognition is a testament to Sands China's commitment to community harmony and social inclusion.



支援抗疫工作備受肯定
Widely Recognized Pandemic Relief Efforts

2022 年金沙中國再度獲得澳門義務工作者協會頒發「全澳優秀企業義工」獎，以嘉許其不遺餘力向本澳社區提供援助。與此同時，金沙中國關懷大使亦獲該社企頒發「抗疫義工模範獎」，以表揚其於 6.18 疫情期間的抗疫義務工作，並感謝他們對社區疫情防控提供支援。同年，金沙中國亦獲澳門聖公會社會服務處及澳門博彩業職工之家致送感謝狀，以答謝公司切實履行社會責任，提供場地和人手支援澳門特區政府的核酸檢測及醫學觀察酒店工作。

In 2022, Sands China was once again honored with the Outstanding Corporation for Volunteerism award by the Association of Volunteers Social Service Macao in recognition of the company's relentless efforts to provide assistance to the local community. Moreover, Sands Cares Ambassadors were also awarded the Anti-pandemic Volunteers Role Model from the association as a commendation for their voluntary anti-pandemic work during the June 18 COVID outbreak and in appreciation for their support of pandemic relief work in the community. Sands China also received a certificate of appreciation from the Sheng Kung Hui Macau Social Services Coordination Office and the Gaming Employees Home in acknowledgement of its fulfillment of social responsibility and its venue and manpower support for the SAR government's nucleic acid testing drives and medical observation hotels.

澳門特區政府新型冠狀病毒感染應變協調中心亦致送感謝狀予金沙中國，以表揚其工作人員在疫情期間不畏艱險，積極響應參與抗疫，展現出良好的公民素質。

The Novel Coronavirus Response and Coordination Centre of the Macao SAR government sent a certificate of appreciation to Sands China in recognition of its staff for their bravery in undertaking hardships and risks during the pandemic, their active response, and their spirit of fighting against the epidemic, which demonstrated good citizenship.





受惠機構感言
Messages of Appreciation from Institution Beneficiaries

- 澳門明愛總幹事潘志明：「感謝金沙中國長期以來對澳門明愛慈善服務工作的支持。對於金沙中國關懷大使積極參與的熱情，明愛再次表示衷心的感謝。」

  Secretary-General of Caritas Macau, Pun Chi Meng: "We appreciate the long-term support from Sands China for Caritas Macau's charitable services, and we would like to express our heartfelt appreciation to the Sands Cares Ambassadors once again for their enthusiastic participation."

- 同善堂主席崔世平：「對於金沙中國為同善堂舉辦『同舟共濟展關懷』籌款活動，活動並得到金沙中國關懷大使為慈善出力，與本堂共同慶賀一百三十周年堂慶，同善堂同仁對金沙中國和關懷大使致以萬分感謝。」

  President of Tung Sin Tong Charitable Society, Chui Sai Peng: "Sands China held the Gondola Rides for Charity fundraising campaign for Tung Sin Tong in celebration of its 130th anniversary and offered assistance from Sands Cares Ambassadors for this event. We are extremely grateful for the charitable efforts of Sands China and the Sands Cares Ambassadors."

- 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，社區備災已是刻不容緩的日常工作，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。」

  Deputy director of disaster relief affairs for Macau Red Cross, Owen Wong: "After the city was ravaged by super typhoons such as Hato and Mangkhut, disaster preparations in the community had become a pressing routine. Sands China is always keen on social charitable causes and has worked with us in running this activity since 2019 to contribute toward disaster prevention efforts for local community."

- 澳門特殊奧運會執行總監蕭宇康：「澳門特奧會與金沙中國合作已超過 15 年，而『健康運動員計劃』亦踏入第 9 年。過程中，金沙中國關懷大使和服務使用者建立了良好的關係，令澳門社會更願意了解智障人士家庭面對的困難。」

  Executive Director of Macau Special Olympics, Siu Yu Hong: "Macau Special Olympics has worked with Sands China for more than 15 years and the Healthy Athletes Program is embracing its ninth year. The Sands Cares Ambassadors have built up positive relationships with service users during this time, raising the publics willingness to understand the difficulties faced by families of individuals with mental disabilities."

- 潔世創辦人兼行政總裁 Shawn Seipler：「這是金沙中國連續第 9 年為亞洲有需要的人士和家庭組裝衛生包，金沙中國多年與我們合作，持續舉辦有關活動，為我們的組織以至弱勢群體均帶來了正面的影響。」

  Founder and Chief Executive Officer of Clean the World, Shawn Seipler: "It is the ninth straight year for Sands China to assemble hygiene kits for individuals and families in need in Asia. For years Sands China has been working with us to run relevant activities, bringing a positive impact on our organization and the underprivileged."

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。

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員工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 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 Ambassadors Working Committee in 2020 to organize a wider variety of community activities more efficiently and to help more people in need.

Sands China is committed to fulfilling its corporate social responsibility and has continually shared its integrated resort resources with Macao society. The Sands Cares Ambassador Program aims to provide 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.



連續 13 年與澳門街坊會聯合總會的「平安通」呼援服務的長者用戶歡度新歲。義工除了向長者送上購自澳門扶康會殘疾人士包裝的賀年禮品包，更為有需要的長者更換環保照明燈泡，並由曾經參與「維修特工隊」計劃的義工為長者進行家居安全測試以及簡單的水電維修工作。

Sands China has celebrated Chinese New Year with elderly users of Peng On Tung Tele-Assistance Services under the General Union of Neighborhood Associations of Macau for 13 consecutive years. In addition to handing out to the seniors Chinese New Year gift packs purchased from the Fuhong Society of Macau and prepared by its members with disabilities, volunteers also helped those in need replace light bulbs with energy-efficient LED bulbs, and volunteers who had joined the home maintenance program performed home safety checks and simple water and electricity maintenance for the seniors.



母親節前夕，金沙中國關懷大使與澳門民康精神健康促進會的康復者會員和會員家屬一同體驗澳門威尼斯人戶外貢多拉船之旅，更一起為會員家屬送上於早前特製的節日花束，分享母親節的喜悅。

On the eve of Mother's Day, Sands Cares Ambassadors took members of the Macao Populace Mental Health Promotion Association and their family members on a Gondola ride at The Venetian Macao's outdoor lagoon and handed out specially made flowers to the members' families to share festive joy.



中秋佳節前夕，金沙中國關懷大使在菩提晚晴之家向一眾長者致送邱吉爾中秋精裝月餅禮盒，並共同製作燈籠，共慶中秋。

On the eve of Mid-Autumn Festival, Sands Cares Ambassadors handed out assorted mooncake boxes from Churchill's Table to the elderly at Pou Tai Nursing Home and made lanterns together to celebrate the festival.



2022 年，金沙中國關懷大使協助澳門仁慈堂社服店向本澳弱勢家庭派發賀年食物籃，連續 10 年身體力行支持社服店的年度食物籃派發活動。

In 2022, Sands Cares Ambassadors helped the Holy House of Mercy's Welfare Shop distribute Chinese New Year food hampers to local disadvantaged families, marking the 10th consecutive year of Sands China's concrete support for the shop's annual food hamper distribution.



疫情下，金沙中國關懷大使及其家人參與「2022 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 the 2022 Caritas Macau Charity Run, which was held as a virtual event. All the funds raised through this event are being used for building a small elderly home.



連續 4 年與澳門紅十字會合作開展 2022 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，以及為澳門街坊會聯合總會及澳門明愛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 2,900 戶有需要家庭受惠；此外，更首度推出線上互動問答遊戲，提高大眾對防疫防災的意識，助其了解更多實用資訊。

Sands China continued to run its disaster preparation and pandemic response program in collaboration with Macau Red Cross in 2022, the fourth consecutive year of this initiative. Sands Cares Ambassadors went to the Macau Red Cross headquarters to help prepare sanitization and emergency typhoon response kits and held free community seminars for members of the General Union of Neighborhood Associations of Macau and Caritas Macau, in a bid to assist the Macao community in epidemic prevention and enhance preparations against typhoons. A total of 2,900 households in need have benefited from the program to date. Furthermore, we launched an online quiz game to raise the public's awareness of epidemic prevention and disaster preparation and to help them learn useful information.



2022 年，金沙中國舉辦首屆「金沙關懷食物福袋製作活動」，逾 200 名金沙中國員工及金沙中國關懷大使，合力製作總重量達 24 噸、共 2,600 個食物福袋，並由澳門明愛協助派發予社區有需要人士。

In 2022, Sands China launched the first Sands Cares Food Kit Build, during which over 200 Sands China team members, including Sands Cares Ambassadors, assembled 2,600 food kits (24 tons in total). These kits were distributed to people in need in the community by Caritas Macau.



約 250 名金沙中國員工及關懷大使以及來自澳門弱智人士家長協進會的義工為社會企業潔世攜手製作 28,500 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 2014 年起，金沙中國連續 9 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 328,500 個。

A group of around 250 volunteers from Sands China and the Association of Parents of the People with Intellectual Disabilities of Macau jointly assembled 28,500 hygiene kits for the social enterprise Clean the World, helping people in need to improve their health and wellbeing. Since 2014, Sands China has partnered with Clean the World for 9 consecutive years to prepare hygiene kits for people across the world; 328,500 kits have been assembled to date.



邀請來自聖公會澳門社會服務處、善牧會婦女家庭互助中心的成員、其子女以及金沙中國關懷大使，共 120 人參與「金沙遊樂無窮」親子活動，共享天倫之樂。是次活動是金沙關懷家庭健康推廣系列活動之一。

A total of 120 people, including members of the Sheng Kung Hui Social Service Coordination Office, the Good Shepherd Sisters – Women's Mutual Help Centre, their children, and Sands Cares Ambassadors, were invited to join the "Family Fun at Sands China properties" activity and have some fun family time. The outing was part of our new Sands Cares Family Health and Wellness Series.



舉辦「2022 澳門特奧會高爾夫球體驗日暨賣旗日頒獎禮」，表揚籌款成績優異及積極參與的學生義工。頒獎禮前更設高爾夫球友誼賽，讓前來參與的學生、嘉賓及關懷大使體驗高爾夫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 held the 2022 MSO Golf Experience and Flag Day Prize Ceremony to honor student volunteers who had actively participated in the activity and achieved great fund-raising results. A golf match was arranged before the prize ceremony that introduced the participating students, guests, and Sands Cares Ambassadors to basic golf rules and training, helping to increase society's understanding of the inclusive sports featured in the Special Olympics.



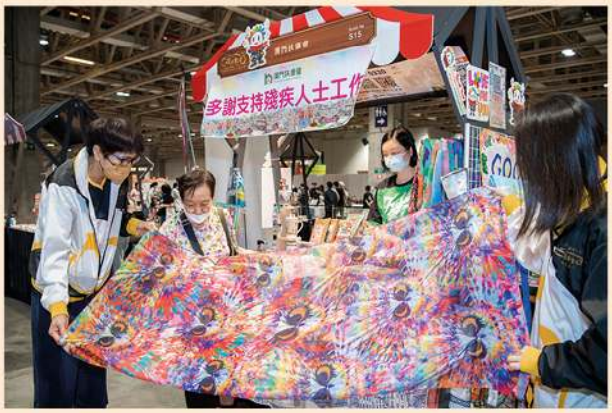
邀請同善堂小學、鮑思高青年服務網絡及澳門婦女聯合總會會員體驗「2022 金沙物美嘉年華」，並在金沙中國關懷大使的陪同下，一同參與小廚神工作坊及在兒童遊樂專區玩樂。

Members of the Escola Tong Sin Tong Primary School, Bosco Youth Service Network and the Women's General Association of Macau were invited to join the Sands Shopping Carnival's Little Master Chef Workshop and have fun at 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「2022 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 2022 Sands Shopping Carnival as news reporters.



邀請四家社企，包括澳門扶康會寶翠中心、澳門特殊奧運會、人人流浪狗澳門義工團，以及澳門弱智人士家長協進會，於「2022 金沙物美嘉年華」的文化創意區設置攤位。近 80 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 four social enterprises to set up food stands in the Cultural & Creative Zone of the 2022 Sands Shopping Carnival: the Fuhong Society of Macau, Macau Special Olympics, Everyone Stray Dogs Macau Volunteer Group, and the Macau Association of Parents of the Mentally Handicapped. Nearly 80 Sands Cares Ambassadors provided on-site support during the three-day event, including helping community organizations run their booths.



適逢同善堂成立 130 周年，金沙中國為澳門同善堂舉辦籌款活動 —— 金沙關懷 X 同善堂 130 周年呈獻：「同舟共濟展關懷」。金沙中國關懷大使陪同同善堂小學學生及其家人登上貢多拉船暢遊，並一同玩遊戲，共同創造美好回憶。此外，連續 13 個周日的戶外貢多拉船票收益予澳門同善堂作社區服務用途。

As an anniversary celebration for the Macau Tung Sin Tong Charitable Society, Sands China ran the fundraising campaign Sands Cares x Tung Sin Tong 130th Anniversary: Gondola Rides for Charity. In the company of Sands Cares Ambassadors, students from Escola Tong Sin Tong Primary School and their families took gondola rides and played games together to create wonderful memories. In addition, all proceeds from the outdoor Gondola rides for 13 consecutive Sundays were donated to Tung Sin Tong for community service purposes.



陪同澳門善牧會婦女互助中心的小朋友及家長遊覽澳門大賽車博物館，並前往澳門倫敦人的互動式格蘭披治大賽車展位，透過互動小遊戲及賽車模擬體驗，預熱賽事氣氛；其後大家一起往現場觀賞「金沙中國澳門格蘭披治四級方程式大賽」首回合賽事，親身感受賽車運動的精彩和刺激。

Accompanied by Sands Cares Ambassadors, children from the Good Shepherd Sisters – Women's Mutual Help Centre and their parents visited the Macau Grand Prix Museum and the interactive Grand Prix pop-up booth at The Londoner Macao, where they experienced the event's atmosphere through interactive games and racing simulations. The group then went to watch Race 1 of the Sands China Formula 4 Macau Grand Prix on site and experienced the excitement of motorsport first-hand.



金沙中國關懷大使組織了家庭藝術同樂之旅，與家人一同參觀《「終．遇」慈善畫展》以及《101 缽子 —— 水禾田作品及張嘉寶衣著設計展》，並了解到其背後的慈善公益精神，歡渡了一個別具意義的藝術旅程。

Sands Cares Ambassadors held a family and art tour for family members to enjoy two events: a charity exhibition hosted by the Everyone Stray Dog Macao Volunteer Group and "101 Bowls – An Art Exhibition Featuring Water Poon's Art & Romy Cheung's Fashion," helping them get a better understanding of the charitable spirit behind the artworks and enjoy a meaningful art journey together.



金沙中國關懷大使攜同家人一同藝遊金沙，於「金沙藝廊」欣賞水墨大師的作品，再移師至巴黎人劇場，觀賞舞台劇《人生若只如初見，我但願你永遠是一個 XX》，一同感受本地劇團的藝術魅力。

Sands Cares Ambassadors and their families enjoyed the beauty of art by admiring works by ink painting masters at Sands Gallery before they discovered the artistic charm of a local theatre group by watching the stage play When the Ex and New Met, Always a Disaster.



透過澳門扶康會舉辦的兩場《換個角度暗中作樂體驗活動》，金沙關懷大使體驗了因身體各種殘障而導致的生活不便，活動讓參與者以第一身的角度體會到傷殘人士及其照顧者的感受，使日後可更好地服務和協助他們的需要。

Through two sessions of an experience workshop held by the Fuhong Society of Macau, Sands Cares Ambassadors gained first-hand experience of the difficulties faced by people with disabilities in their daily lives, allowing them to serve these individuals and their caregivers better in the future.



金沙中國關懷大使到場支持及觀賞「澳門教育界慶祝中國共產黨第二十次全國代表大會圓滿成功、中華人民共和國成立七十三周年、澳門特別行政區成立廿三周年之奮進新時代文藝匯演」，一同慶祝多項盛事，同時感受愛國愛澳情懷。

By personally supporting and watching the gala performance organized by the local education sector for the celebration of the successful completion of the 20th National Congress of the Chinese Communist Party, the 73rd anniversary of the founding of the People's Republic of China and the 23rd anniversary of the establishment of the Macao Special Administrative Region, Sands Cares Ambassadors celebrated these events with all sectors of society together and experienced the sentiments of loving Macao and loving the country.

關懷大使特刊第二期出版
Sands Cares Ambassador Times - 2nd Issue

為了加強員工對「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，並招募更多有興趣投入志願服務的員工，金沙中國於 2022 年中推出第二期《關懷大使特刊》，刊物於各物業後勤區域供免費索取。

To increase team members' knowledge of the Sands Cares Ambassador Program, introduce its past and upcoming volunteer activities, heighten the volunteers' sense of belonging and recruit more team members who are interested in volunteer services, Sands China published the second issue of the Sands Cares Ambassador Times in mid-2022; the publication is available free of charge at the back-of-house areas of all Sands China properties.

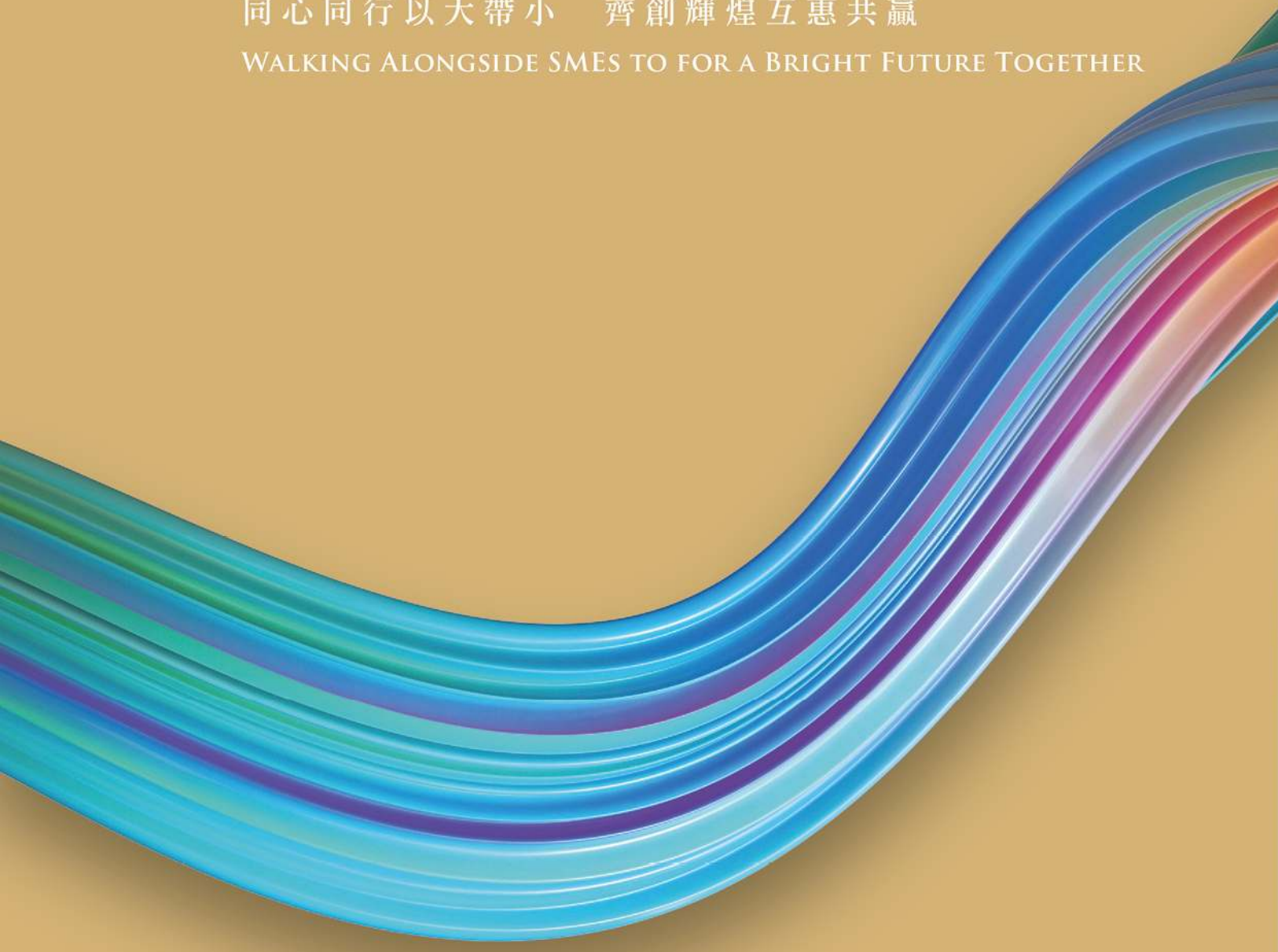


本地採購

LOCAL PROCUREMENT

同心同行以大帶小　齊創輝煌互惠共贏

WALKING ALONGSIDE SMES TO FOR A BRIGHT FUTURE TOGETHER





同心同行以大帶小　齊創輝煌互惠共贏

Walking Alongside SMEs to for a Bright Future Together

中小企是推動社會繁榮穩定和經濟適度多元發展的中堅力量，而澳門特區政府一直將扶助中小企業發展列為長遠的施政方針。自2004年澳門金沙開業，金沙中國一直視本地供應商為緊密合作夥伴，多年來貫徹「以大帶小」的企業精神，持續推動本地中小微企發展，共同茁壯成長，與澳門社區共創輝煌。公司於2017年4月推出全澳首創的F.I.T.「飛騰」本地中小微企支援計劃，進一步扶持三類本地企業：中小微企、澳門製造企業及澳門青創企業。「飛騰」計劃由財務支持、邀商配對及培訓與發展三大部分組成，成效正面。

Small and medium-sized enterprises (SMEs) are a pillar for social prosperity, stability and moderate economic diversification, and the Macao SAR government has always included support of SME development as one of its long-term policy guidelines. Since the opening of Sands Macao in 2004, Sands China has always regarded local SME suppliers as close business partners and has been upholding the spirit of supporting local SMEs and continuously fostering their growth along with the company, thus creating a bright future together with the Macao community. Among these efforts is the F.I.T. initiative launched in April 2017, which offers Financial Support, Invitational Matching, and Training and Development to local SME suppliers, targeted at three types of local businesses: local small, medium and micro suppliers; "Made-in-Macao" companies and Macao young entrepreneurs.

2022 年疫情仍然肆虐，澳門各行各業的營商環境雪上加霜，綜合旅遊休閒企業亦不能倖免。然而，金沙中國不忘初心，一如既往肩負起企業社會責任，採取本地採購優先的原則，與本地中小企建立互惠關係，有利於改善經濟結構，從而推動本澳經濟適度多元發展。有關方面的其他重點項目包括：

- 連續第三年舉辦「金沙物美嘉年華」，為本地中小微企提供大型免費展銷平台，同時以最大折扣優惠回饋本澳社區，刺激本地消費及經濟；
- 持續開辦金沙採購學院培訓課程，提升本地中小企與大型國際客戶合作經驗與能力；
- 連續第十年舉辦金沙卓越供應商頒獎禮，嘉許一眾表現傑出的合作夥伴；
- 於後勤區舉辦員工優惠活動，為中小微企提供面向近 25,000 名員工推廣產品和服務的機會；
- 與本澳中英文媒體攜手，繼續發掘更多金沙中國與本地中小微企供應商共同成長的勵志故事。

In 2022, the COVID-19 pandemic was still prevalent on a global scale and further jeopardized the business environment across all sectors of Macao society, and the integrated tourism and leisure enterprises were no exception. Nevertheless, Sands China remained steadfast to its initial commitment and carried out its corporate social responsibility by building a mutually beneficial relationship with local SMEs under the principle of "buying local," which seeks to improve the economic structure of Macao and facilitate its moderate economic diversification. Other key initiatives in this regard include:

- Organizing the Sands Shopping Carnival for the third consecutive year to provide a free business platform for local SMEs and give back to the local community with attractive discounts, thus boosting local spending and economy;
- Continually running SME training through the Sands Procurement Academy to enhance local SMEs' experience and capability in working with large international clients;
- Holding the Sands Supplier Excellence Awards for the 10th consecutive year to honor outstanding SME partners;
- Hosting roadshows in our back-of-house areas to provide SMEs with an opportunity to sell their products and services to around 25,000 team members;
- Partnering with local Chinese and English media outlets to continue to release more inspiring stories about local SME suppliers growing together with Sands China.

2022 年本地採購數據（單位：澳門幣）
Overview of Sands China Procurement in 2022 (in MOP)

2022 年度，金沙中國總採購金額為澳門幣 59 億元，當中澳門企業採購額佔 89%，相當於 52.8 億元，其中本地中小企採購額超過 14 億元。

Sands China recorded a gross procurement amount of MOP 5.9 billion in 2022, 89% of which (MOP 5.28 billion) went to Macao enterprises, including over MOP 1.4 billion to local SMEs.



59 億元
MOP 5.9 billion
總採購金額
Total procurement spend



52.8 億元
MOP 5.28 billion
澳門企業占總採購額
Total procurement spend on Macao enterprises



89 %
澳門企業占總採購額百分比
Percentage of procurement from Macao enterprises



2,048
合作中供應商數量
Number of suppliers



9.36 億元
MOP 936 million
本澳三類扶持企業[1]採購金額
Total procurement spend on three key categories[1] of local enterprises



63 %
本澳三類扶持企業占中小企業總採購額百分比
Percentage of procurement spend on the three key categories of local enterprises



602
本地中小企業數量
Number of Local SME Suppliers



14 億元
MOP 1.4 billion
中小企業總採購金額
Total procurement spend on SMEs



25 %
中小企業總採購金額百分比
Percentage of procurement spend on SMEs

1 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

品牌盛事精彩紛呈　金沙物美嘉年華踏入第三屆

Sands Shopping Carnival Run for the Third Year with Dazzling Array of Highlights



金沙物美嘉年華於 2020 年首辦，首兩屆廣受市民及旅客歡迎，其經濟及社會成效有目共睹。2022 年全球疫情依然肆虐，各行各業面對嚴峻考驗。因此，金沙中國於繼續本著堅持「以大帶小」、支持本澳中小微企的企業精神，持續舉辦全澳最大規模的消費折扣展「金沙物美嘉年華」，以響應澳門特區政府刺激內銷經濟政策，期望以國際零售品牌聯同本澳中小微企同場展銷產生龐大聯動效應，擴大消費客群，帶動更多商機，助力澳門社區經濟早日復甦。

Launched in 2020, the Sands Shopping Carnival gained popularity among residents and tourists alike and yielded remarkable economic and social benefits throughout the first two years. As all sectors of society were still faced with daunting challenges amid the global pandemic in 2022, Sands China continued to uphold the spirit of backing local SMEs and organized the Sands Shopping Carnival, the largest sale event in Macao, in a bid to support the SAR government's policy of stimulating the local economy. By bringing international retailers and local SMEs together at the same event, Sands China hoped to generate large-scale synergy, expand the customer base, and create more business opportunities, thus accelerating the recovery of the city's community economy.

受本澳 2022 年 6 月份開始的疫情影響，原定 7 月下旬舉辦的「金沙物美嘉年華」須延期舉行。然而金沙中國承諾與澳門社區順逆同行的這份堅持從未動搖，團隊憑藉堅定不移的決心，不斷研判最新形勢進行修定，最終「2022 金沙物美嘉年華」於 9 月 10 至 12 日中秋佳節期間載譽歸來，一連三天的年度消費休閒盛會共吸引超過 10 萬人次參與，讓這項澳門品牌活動再度成為全城熱話。三屆活動參與人次合共超過 31 萬。



Originally scheduled for late July 2022, the Sands Shopping Carnival had to be postponed due to the local COVID-19 outbreaks that started to appear in June. Sands China nevertheless remained committed as always to walking alongside the Macao community through rain or shine and, thanks to the team members who showed unwavering determination and constantly made adjustments based on the latest pandemic developments, the Sands Shopping Carnival eventually made a comeback during the Mid-Autumn Festival period from September 10 to 12. The three-day annual event of shopping and leisure experiences attracted over 100,000 visitors in total, making this local signature event a hot topic across the city once again. In three years, the annual event has recorded a total of over 310,000 visitors.



「2022 金沙物美嘉年華」佔地 21,000 平方米，設有超過 530 個展位，共分為八個展區：金沙商戶區、家庭用品區、親子用品區、食品專區、健康生活區、體育用品區、文創及 IP 區，以及兒童遊樂區，合共搜羅超過 260,000 件優惠商品，當中包括 12,000 件 $1 限量精選商品，務求讓市民和旅客盡情享受購物樂趣。展商對是次展會在疫情下迅速復辦表示十分感謝，在大會的悉心安排及完善配套下嘉年華現場人流如鯽，大大助力參展商的銷售情況。

Across the vast space of 21,000 square meters, the 2022 Sands Shopping Carnival featured over 530 booths across eight zones: Sands Retailers; Household Products; Parenting and Family; Gourmet; Healthy Lifestyle; Sports Accessories; Cultural, Creative and IP; and Kids Fun. Over 260,000 special deal items were brought under one roof, including 12,000 selected items sold at MOP 1 in limited quantities, in a bid to fully engage residents and tourists in the shopping spree. Exhibitors expressed deep appreciation that the delayed Sands Shopping Carnival promptly resumed during the pandemic and that the event venue was crowded with visitors thanks to the organizer's thoughtful arrangements and comprehensive facilities, which greatly boosted their sales volumes.







延伸活動方面，除連續三年舉辦的「K 歌之王歌唱比賽」外，本年更新增「街舞爭霸賽」，為年青一代街舞愛好者提供競演平台，精湛的舞技和亮眼的造型吸引了大批觀眾駐足欣賞，氣氛熱鬧。「小廚神工作坊」繼續廣受歡迎，超過 570 名兒童及家長在金沙中國餐飲團隊的帶領下一起製作精美小食，享受親子下廚的樂趣。

As for extended activities, in addition to the Karaoke King Singing Competition that has been held for three consecutive years, the Street Dance Competition was also added to the 2022 Sands Shopping Carnival. The latter competition provided a showcase platform for young street dance enthusiasts, who attracted a large crowd and created a lively atmosphere with their outstanding dancing skills and stunning appearance. The Little Master Chef Workshop continued to gain wide popularity, where some 570 children and their parents were led by Sands China's food and beverage team to enjoy the fun of cooking together and made some exquisite snacks.





面向社區，金沙中國再次透過活動為本地社服機構構建平台，推廣其社區服務工作，藉此促進社區共融，並分享社會發展成果，為活動賦予特殊意義。邀請四家社服機構於嘉年華的文創及 IP 區設置攤位，包括澳門扶康會、澳門特殊奧運會、人人流浪狗澳門義工團，以及澳門弱智人士家長協進會，藉此提高社會各界對他們的服務使命以及其社區支援工作的認識。此外，澳門特殊奧運會的學員亦於一連三天的嘉年華中化身「特奧小編輯」，透過現場採訪、拍照及錄製視頻等工作編撰與活動相關的報導，並參與後期製作，全面記錄嘉年華現場的盛況。

To support the community, Sands China once again provided an opportunity via the Sands Shopping Carnival for local non-governmental organizations to promote their services in an effort to promote social inclusion, share the fruits of social development, and add special significance to the event. Four social welfare organizations were invited to run booths in the Creative and IP zone, including the Fuhong Society of Macau, Macau Special Olympics, Everyone Stray Dogs Macau Volunteer Group, and Macau Association of Parents of the Mentally Handicapped, hoping to raise public understanding of their missions and community support efforts. Trainees of the Macau Special Olympics also role-played as news reporters and editors during the three-day carnival, making an all-round record of this popular event through writing relevant news reports based on interviews, photos and videos, and participating in the post-production process.

此外，金沙中國關懷大使在廣受歡迎的小廚神工作坊中，分別陪同澳門婦女聯合總會的會員及同善堂小學的學生共同享受下廚的樂趣。金沙中國關懷大使亦與同善堂小學的學生及鮑思高青年服務網絡的會員於場內的遊戲攤位玩樂，與他們度過一個愉快難忘的假期。



In addition, accompanied by Sands Cares Ambassadors, members of the Women's General Association of Macau and students from the Escola Tong Sin Tong Primary School enjoyed the fun of cooking during the highly popular Little Master Chef Workshop. Sands Cares Ambassadors also spent a joyful and unforgettable holiday with students from the Escola Tong Sin Tong Primary School and members of the Bosco Youth Service Network through playing at the carnival's game booths together.



本屆的嘉年華同時宣揚環保理念。為此，金沙環保 360 大使與本地環保團體「綠色未來」的合作，向活動參展商示範有效回收紙板、塑膠以及金屬的方法，使他們從中學習到有關回收的實用知識及技巧，包括做好分類，以及保持回收物整潔等。在大家的共同努力下，活動最終收集了超過 3,200 公斤的可回收物料，成效顯著。

Promoting the concept of eco-friendliness was also a focus of the 2022 Sands Shopping Carnival. To this end, Sands ECO360 Ambassadors teamed up with the local environmental organization Green Future to demonstrate the effective ways of recycling cardboard, plastic, and metal to exhibitors, allowing them to get useful knowledge and skills about recycling, such as sorting the materials correctly and keeping them tidy and clean. With the concerted efforts from all parties, an impressive total of over 3,200 kilograms of recyclables were collected during the event.

金沙物美嘉年華參展商感言
Testimonials from Sands Shopping Carnival Exhibitors

安記凍肉食品有限公司
On Kei Frozen Meat Food

董事總經理歐陽健安

Ivan Ao Ieong, Managing Director



「本年（2022 年）是第三次參與金沙物美嘉年華，參展成效非常好。過往店內主要以街坊生意為主，參加了金沙物美嘉年華後，令本地不同地區的居民開始認識公司，因此期望將品牌推廣至更多本地居民及旅客。經過首屆金沙物美嘉年華，更令公司線下門店的生意提升了二至三成。澳門六月期間爆發疫情，金沙中國能在疫情受控後迅速復辦活動，能有效解決中小企面臨的資金問題，為本地中小企打造宣傳平台，更免收攤位費，尤如雪中送炭，為中小企提供了有效的促銷及推廣渠道，解決經營困難。」

"This [2022] is the third year we have joined the Sands Shopping Carnival, and the event has yielded impressive results. Previously, most of our business came from residents in the same district; our participation in the Sands Shopping Carnival allowed residents from other districts to learn about our company, and we hope to promote our brand to more local residents and tourists. After the first Sands Shopping Carnival, business at our offline stores increased by 20-30%. Although Macao was hit by a COVID-19 outbreak in June 2022, Sands China was able to promptly resume the event after the outbreak had subsided, effectively helping local SMEs resolve capital issues and providing them with a promotional platform without charging booth fees. The assistance came at just the right time and provided SMEs with an effective sales and marketing channel and resolved our operational difficulties."

卓仁電業行

Cheok Ian Electric Company Ltd

負責人高振忠

Eddie Ko, Person-in-charge



「三年多的疫情對門市生意有一定打擊，而活動對於公司促銷商品有很大的幫助。電器型號每年層出不窮，因此公司面對一定的庫存壓力，非常需要類似金沙物美嘉年華的展覽去做推廣，為客人提供優惠，從而令公司貨如輪轉，並能夠令不同客群更好地了解到公司產品的多元性，是一個相當良好的宣傳機會。另外，展覽自首屆舉辦至今，有口皆碑，令許多本地居民及旅客慕名而來，能為中小企帶來在日常經營中難以想像的客量。」

"The pandemic that has lasted over 3 years has had a definite impact on the business of our stores, and the event greatly helped us sell our products. New appliance models are released every year, putting pressure on our inventory, and we truly need to join exhibitions such as the Sands Shopping Carnival to promote our products, offer special deals to our customers and increase our inventory turnover. The event also allowed different customer groups to better understand the diversity of our products and is therefore a very good marketing opportunity. Moreover, the event has enjoyed wide acclaim since its launch and has attracted many local residents and tourists, bringing SMEs a customer volume unimaginably higher than that seen in daily operation."

天成清潔用品公司

Tin Seng

經理吳綺蓮

Elin Ng, Manager



「今年（2022 年）是第三次參加金沙物美嘉年華，過去兩年的成效也相當良好，令產品銷售量有一定的提高，大約可以增加一至兩成的銷售量；加上參展人數眾多，過去兩年都分別有逾十萬人到場，當中包含本地居民及旅客，令公司的知名度增加，更可以加深客人對於產品的資訊的了解。疫情令本地中小微企的生意受重創，產品銷量大減，但可幸金沙中國能在困境下伸出援手，為中小企提供免費的銷售平台，能夠出售產品之餘更能作宣傳推廣。」

"This [2022] is our third year joining the Sands Shopping Carnival, and we saw truly favorable results in the previous two years. The event led to an increase of around 10-20% in sales volumes, and many people were drawn to visit; over 100,000 visits were recorded in [each of] the past two years, including those by residents and tourists, which raised our company's profile and deepened customers' knowledge of our products. The pandemic struck a severe blow to local SMEs and caused a plunge in sales volumes. Fortunately, Sands China offered a helping hand and provided a free platform for SMEs to sell their products and promote their brand."

力克製衣廠有限公司

Lek Hac Garment Factory Limited

經理鄧麗芬

Fanny Tang, Manager



「製衣廠開業至今已經營近五十年，近年由製衣出口轉型至自家設計、製造的牛仔褲品牌。自家品牌目前處於起步階段，仍未有太大知名度，但是去年（2021年）透過金沙物美嘉年華，令許多本地居民及旅客接觸到品牌，更因此提升了兩至三成的銷售額，同時在展覽中接觸到大灣區市場的商機，故此相當認同展覽成效。疫情下金沙中國能夠為中小微企搭建如此廣闊的銷售平台，幫助到商戶之外，更可促進本地經濟，感恩金沙中國能夠與本地中小微企共度時艱，令企業能夠更好地營運。」

"It has been nearly five decades since our clothing factory came into operation, and in recent years we have transitioned from manufacturing clothing for export to manufacturing our own design of jeans. Our jeans brand is currently in the early stage of development and is not yet very popular. However, the Sands Shopping Carnival last year [2021] successfully introduced our brand to many residents and tourists alike and drove a 20-30% increase in sales, and we also came to learn about various business opportunities in the Greater Bay Area market, so we highly approve of the effectiveness of this event. Despite the pandemic, Sands China was able to build such a large sales platform for SMEs, which not only helped the participating businesses but also boosted the local economy. We are grateful that Sands China has overcome adversity together with local SMEs and enabled them to operate more smoothly."

金沙採購學院增中小企競爭力
Sands Procurement Academy Making SMEs More Competitive



金沙採購學院是 F.I.T.「飛騰」計劃的項目之一，亦是金沙中國本地中小微企採購合作計劃的一部分。此課程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於 2017 年聯合開辦，是行內首個同類型課程，透過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的經驗與能力，進而開拓更多商機。

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

至 2022 年一共已舉辦十二屆課程，共有 451 家本地中小微企供應商參與，其中 417 家成功畢業，累計培訓時數逾 7,400 小時。

As of the end of 2022, the Sands Procurement Academy had delivered 7,400 training hours and trained a total of 451 local SME suppliers via 12 cohorts, with 417 of them having successfully graduated.





金沙採購學院的培訓對象為本澳中小企業、微企、青創企業及澳門製造企業，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、澳門勞動關係法基礎、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。所有畢業供應商均獲頒授證書，並享有同等條件下優先採購的機會。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。

The Sands Procurement Academy offers training modules that target Macao SMEs, micro enterprises, young entrepreneurs and "Made-in-Macao" enterprises. These modules, presented by lecturers with diverse areas of expertise, cover six topics: quality assurance, Macao labor law fundamentals, procurement process and system overview, logistics management, supplier code of conduct, and procurement contract basics. All of the academy's graduates are awarded a completion certificate and given preferential procurement opportunities with Sands China under otherwise equal circumstances. Over the years, many graduates have shared positive feedback that their businesses have benefited immensely from the training.



金沙中國於 11 月 23 日舉辦「金沙採購學院本地中小微企培訓課程——業務分享會」，邀請澳門啤酒有限公司聯席董事長蔡明威擔任主講嘉賓，向金沙採購學院的畢業生以及公司員工分享其品牌故事及成功之道。

On November 23, 2022, Sands China invited Charles M. Choy, the co-chairman of Macau Beer Company Limited, to share the brand's inspirational story of success with Sands Procurement Academy graduates and Sands China team members in a business sharing session.

金沙採購學院學員感言
Testimonials from Sands Procurement Academy Participants

濠概醫療
Macaufacture Medical Suppliers Limited

董事總經理陳美華

Amy Chan, General Manager



「課程安排令中小企收穫頗豐，能夠令中小微企意識到自己的不足之處，做好與國際企業合作的準備。在金沙採購學院能學到整個採購的流程，完成課程後，明白到公司產品除了在價格上需具競爭力外，自己亦從課程中總結出相當重要的三點，就是品質、交貨日期及售後服務。另外，課程無論是時間或安排都十分適合中小微企，內容良好且實用。公司學習課程後會加強在採購上的溝通，未來希望增加產品種類，以迎合金沙中國的需要。通過與金沙中國的合作，能夠學習到作為供應商的知識及技能，面對與其他大型企業的合作也適用。」

"The training modules have greatly benefited participating SMEs by making them realize their own weaknesses and preparing them to work with international corporations. Our company has learned the entire procurement process at the Sands Procurement Academy and, after completing the modules, we realized that we should make our products competitive not only in terms of prices, but also in regards to the three key points of quality, delivery date, and after-sales services. Moreover, the training modules are ideal for SMEs in terms of schedule and arrangements and are well-designed with useful content. After graduation, we will reinforce communication in the procurement process and hope to expand the portfolio of our products to meet Sands China's needs. Through working with Sands China, we were able to learn the knowledge and skills needed for a supplier, which are also applicable to our cooperation with other large companies."

致奧文化

Chi Ao Cultural Company Limited

行政總裁薛佳昌

Johnny Sit, CEO



「金沙中國致力推動本地中小微企業發展業務，課程有助了解產品不足並能加以改善，另外更提供免費平台，幫助企業宣傳。致奧文化作為成立近兩年的青創企業，以往較少機會能夠與國際企業合作，但是從金沙採購學院課程獲得許多訊息，包括許多關於品質及物流上的技術及要求，了解到與國際企業合作的標準和要求，意識到自家產品必須改革及優化。金沙中國對於本地中小企的支援十分強大。本年九月參與金沙物美嘉年華，金沙中國並沒有收取中小企任何場地費用，減輕企業的成本，加上展覽人流眾多，推廣成效良好。」

"Sands China is committed to fostering the business development of local SMEs. They have provided training that helps us understand and improve the shortcomings of our products, as well as a free platform to facilitate our marketing efforts. Established by young entrepreneurs nearly two years ago, Chi Ao Cultural Company did not have many opportunities to work with international corporations but has since gained considerable information through the training at the Sands Procurement Academy, including many technologies and requirements relevant to quality control and logistics. We have therefore learned the standards and requirements that are observed when cooperating with international companies and realized that we must transform and enhance our products accordingly. Sands China has lent powerful support to local SMEs. We joined the Sands Shopping Carnival in September this year, in which Sands China helped participating SMEs reduce costs by not charging any venue fees. Furthermore, the event attracted a large number of visitors and turned out to be a very effective marketing channel."

持續舉辦頒獎禮　嘉許卓越供應商

Sands Supplier Excellence Awards Continue to Honor Exceptional Suppliers



疫情對本澳經濟及旅遊業帶來嚴峻考驗，然而金沙中國在這段期間對澳門的投資從未間斷，包括澳門倫敦人在內各項目持續有序開展，而公司的合作夥伴在公司的業務及策略中發揮著關鍵的作用。金沙卓越供應商頒獎禮自 2013 年舉辦，藉此表揚供應商的出色表現及周全服務，現已成為本澳供應商的年度盛事。頒獎禮於 2022 年踏入第十屆，同場舉辦第十一屆及第十二屆金沙採購學院畢業典禮。活動上，金沙採購學院的畢業供應商更在邀商產品展示專場與金沙中國六個採購部門交流接洽，包括食品與飲料、酒店營運用品、市場推廣、外包服務、工程設施及科技產品。

Despite the formidable challenges posed by the pandemic to Macao's economy and tourism, Sands China continued to invest in the city and progressively advance a number of local projects, including The Londoner Macao, and business partners have played a key role in the company's business and strategy. The Sands Supplier Excellence Awards (SSEA), first held in 2013 to recognize the outstanding cooperation and services of the company's suppliers, has now become an annual event for suppliers in Macao. The Sands Supplier Excellence Awards were run for the 10th year in 2022, and the Sands Procurement Academy graduation ceremony for the 11th and 12th cohorts of local suppliers was also held at the same time. During the event, the Sands Procurement Academy graduates joined a business matching session to meet representatives from six of Sands China's procurement areas: food and beverage, hotel operating supplies, marketing, outsourced services, facilities, and technology.

今屆的金沙卓越供應商頒獎禮按照以下六個評選準則選出多家表現出色的供應商，八家獲獎企業包括：

- 企業文化及可持續性：**光榮（中國）有限公司**
- 項目管理： **振耀建築有限公司**、**Confluent Inc.**
- 成本管理：**熱島文化傳媒有限公司**
- 質量管理：**京木國際有限公司**
- 優質服務：**利比有限公司**、**百路達自動車租賃有限公司**
- 中小型企業：**富昌凍肉食品貿易有限公司**

During the Sands Supplier Excellence Awards this year, Sands China acknowledged some of its most noteworthy suppliers in 2022 and eight winners were awarded across six categories below:

- Corporate Culture & Sustainability:
  Glory Global Solutions (Hong Kong) Ltd
- Project Management:
  Genyield Construction Company Limited
  Confluent Inc.
- Cost Management:
  Hot Land Culture Media Co Ltd
- Quality Management:
  Kingwood International Enterprises Limited
- Service Excellence:
  Rider Levett Bucknall Macau Limited
  Burgeon Rent A Car Limited
- Small/Medium Enterprise (SME):
  Agencia Comercial Carne Gelada e Comida Fu Cheong Limitada

獲獎本地供應商感言
Testimonials from SSEA-Winning Local Suppliers

優質服務組別獎項——百路達
Service Excellence: Burgeon Rent A Car Limited

行政總裁何振為

Waylan Ho, CEO



「公司與金沙中國合作十二年間獲益良多，尤其是作為澳門一家小企業，相當需要猶如金沙中國的大型企業去帶領公司成長。多年合作令公司員工的服務水平有所提升。另外，公司更為金沙中國旗下的澳門倫敦人引進澳門首批由英國製造的倫敦的士，從而令公司增加申請汽車入口的經驗。在合作期間難免會出現困難時刻，但金沙中國始終體諒並陪伴公司成長，許多時候更會得到鼓勵及讚賞，從而令彼此的合作更為緊密及順暢。」

"Our company has greatly benefited from partnering with Sands China over the past 12 years. Particularly, as a small firm in Macao, we truly need to be led by large corporations like Sands China towards growth, and the partnership over the years has enhanced the service quality of our staff. In addition, we have introduced the made-in-UK London taxis for The Londoner Macao, the first batch of such vehicles in the city, which has enriched our experience in car import application. Challenges were inevitable during the partnership, but Sands China has always showed understanding and stood by our side as we grew, and we have often received encouragement and compliments, which has fostered closer and smoother cooperation between us."

項目管理組別——振耀建築

Project Management: Genyield Construction Co., Ltd.

董事總經理張漢耀

Danny H. Y. Cheung, Managing Director



「公司自〇四年起便與金沙中國結伴同行，為其提供裝修工程一系列服務，一直在項目管理上致力達到金沙中國的要求，並在金沙中國的帶領下持續學習及成長，尤其在公司管理方面以其為模楷，從中學習到許多國際企業的先進管理，從而優化公司企業文化。金沙中國對本地中小企的支援相當強大，尤其在如此低迷的時間下，仍願意投放大量資源為度假村的設施作維修保養，在困難時期減輕公司疫下經營困難；並以包容且信任的態度讓公司發展業務，無疑是莫大的幫助及鼓舞。」

"We have been working with Sands China since 2004, providing a series of services for its renovation projects. We have always strived to meet Sands China's requirements for project management and have been continually encouraged by the company to learn and grow. In particular, we have been taking Sands China as a role model in corporate management and have learned many advanced management skills of international corporations to enhance our corporate culture. Sands China has given tremendous support to local SMEs, especially in such a sluggish economic environment, during which the company was still willing to invest considerable resources in repairing and maintaining its resort facilities and ease our operational difficulties under the pandemic. The company's broad-minded and trusting attitude towards our business development is undoubtedly a great source of support and encouragement."

中小型企業組別獎項——富昌凍肉食品有限公司

Small/Medium Enterprise (SME): Agencia Comercial Carne Gelada e Comida Fu Cheong Limitada

總經理阮文富

Un Man Fu, General Manager



「獎項對公司而言是一個肯定，相當感謝金沙中國對公司的認可，未來必定會繼續與其保持良好合作，持續完善服務。公司於〇九年便開始與金沙中國展開合作，合作十多年來都相當愉快，能於卓越供應商頒獎禮上獲獎，有感是金沙中國對於公司的一個認同及肯定，公司全體上下備受鼓舞。經營飲食行業最為注重的是衛生、質量及產品管理，公司一直堅守初衷，對於食品製作的每一個步驟都一絲不苟，相信這亦是逾十年來令金沙中國滿意的地方。」

"The award is an acknowledgement of our company. We truly appreciate Sands China's recognition of our efforts, and we will definitely continue to maintain close cooperation with them and constantly enhance our services. We started working with Sands China in 2009 and have enjoyed a wonderful partnership for more than 10 years. Being a winner of the Sands Supplier Excellence Awards is a token of approval towards our company and all our staff are greatly encouraged. Hygiene, quality, and product management are key in the food and beverage industry; we have always remained true to our initial principle and meticulous in every step of food production, which we believe is the aspect that has most satisfied Sands China over the past decade."

後勤區舉辦員工優惠活動
SME Roadshows Held in Back-of-House Areas

金沙中國多年來持續邀請本澳中小微企供應商於旗下物業後勤區舉辦員工優惠活動，提供面向近 25,000 名員工的營銷機會，作為本地中小微企採購合作計劃的其中一環。公司期望透過舉辦員工優惠活動向本澳中小微企、澳門製造及澳門青創企業提供更多商機，進一步支持本澳中小微企發展，協助提高其曝光機會及品牌知名度，同時讓員工在休息時間在公司享受購物的便利。



Over the years, as part of Sands China's Local Small, Medium and Micro Suppliers Support Program, Sands China has continued to invite local SME suppliers to run roadshows in the company's back-of-house areas, thus providing them with marketing opportunities targeting nearly 25,000 team members. Through these roadshows, Sands China hopes to provide local SMEs, Made-in-Macao companies, and local young entrepreneurs with more business opportunities, lend further support for the development of local SMEs, and assist them in enhancing visibility and brand popularity, while also providing team members with the convenience of shopping during break time at the company.

2022 年澳門經濟仍然受到新冠疫情的沉重影響。金沙中國不定時舉辦員工優惠活動，期望持續支持本地中小微企共度時艱。活動期間，本地供應商為金沙中國員工展銷廚房及生活用品、乾貨海味以及手工藝品等，並以優惠價發售。2019 至 2022 年金沙中國合共舉辦了 32 場後勤區員工優惠活動，惠及 84 家本澳中小微企，累計銷售額超過澳門幣 3,030 萬元。



Given the heavy blow of the COVID-19 pandemic on Macao's economy in 2022, Sands China hosted SME roadshows for team members during the year in the hope of continuing to support local SMEs in overcoming the difficult period. During the roadshows, local suppliers offered a variety of products for Sands China team members at discounted prices, including kitchen supplies, daily necessities, dried seafood, and handicrafts. Sands China hosted a total of 32 SME roadshows in back-of-house areas from 2019 to 2022, which have benefited 84 local SMEs and yielded a turnover of more than MOP 30.3 million.

與中小微企的成長印記
Stories of Growing Together with SMEs

2022 年，我們持續與《澳門日報》及《澳門每日時報》（Macau Daily Times）合作，專訪與公司多年來合作無間的中小微企供應商，記錄他們與金沙中國合作的磨合過程及快速成長的經驗，同時展現供應商自強不息的奮鬥精神，以及金沙中國如何協助他們提升與大型國際客戶合作的經驗與能力。自 2016 年至今，我們已累積超過 100 個勵志故事。這些故事承載著金沙中國與每家中小微企供應商合作的珍貴點滴，同時為供應商帶來宣傳的機會。

In 2022, we continued partnering with Macao Daily News and Macau Daily Times to conduct interviews with SME suppliers with whom we have enjoyed a smooth partnership over the years, hoping to record their experience of cooperating with Sands China and their rapid growth, while also showcasing their relentless spirit of self-improvement and how Sands China has helped them enhance their experience and capability for working with large international clients. We have accumulated more than 100 inspirational stories since 2016, which have not only recorded precious moments throughout the partnership between Sands China and each SME supplier, but also serve as publicity opportunities for the suppliers.

恒興行

New Concept Food Ltd

「恒興行主要業務為生產及研製經久耐用、耐熱性佳而且可生物降解的『科學瓷』餐具。公司自 2018 年與金沙中國開展合作，最初為澳門威尼斯人的員工餐廳製作杯、碗、碟等餐具，及後擴展至其他度假村的員工餐廳，以及美食廣場等餐飲場所。合作有助我們開拓視野及眼界，進而激發公司的創意，有利於開拓訂單，並給予客戶信心保證。疫情後訪澳旅客大減，但金沙中國依然會給予訂單，並會詢問是否需要提早結帳，緩解公司的資金壓力，令中小企感受到關懷及鼓勵。」





"New Concept Food Ltd mainly produces and develops biodegradable melamine tableware that has better durability and thermostability. We started cooperation with Sands China in 2018 and our services have extended from manufacturing tableware such as cups, bowls, and plates for the staff canteen of The Venetian Macao at the early stage, to providing tableware for the staff canteens of the company's other integrated resorts at a later stage, and even for the food courts. The partnership with Sands China has helped us broaden our vision and our horizons, which in turn has stimulated our creativity and helped us secure new orders and boost clients' confidence in us. Despite the plunge in visitor volumes since the outbreak of the COVID-19 pandemic, Sands China has maintained their orders and asked us whether we need advance payment to alleviate our financial burden, which shows how they care for and encourage SMEs."

新協和印刷廠

Tipografia San Hip Wo

「公司於 2018 年成為金沙中國的供應商，主要承接澳門威尼斯人的餐飲、購物優惠券印刷工作；及後倫敦人酒店開幕，雙方續擴大合作，包括前期的宣傳海報、酒店房間內的信紙、信封、提示卡片等。雙方展開合作後，公司更著重印刷品的細節，不斷提高對圖案的顏色、大小、擺放位置等要求，讓產品達至最優質。感激金沙中國疫情下持續給予中小企供應商機會，讓雙方保持緊密合作關係，更推出特快付款計劃，幫助穩定企業資金流。」





"We became a supplier for Sands China in 2018 and were mainly responsible for printing catering and shopping coupons for The Venetian Macao back then. Since the inauguration of The Londoner Macao, our cooperation has extended to include the printing of promotional posters at the early stage as well as the printing of writing paper, envelopes, and reminder cards for hotel rooms. Since we started working with Sands China, we have paid more attention to the details of our printed materials and have constantly raised our standards in regard to color, size, and position of patterns, in a bid to produce products of the highest quality. We are grateful that, despite the ongoing pandemic, Sands China has continued to give opportunities to and maintained close cooperation with SME suppliers, and even launched an expedited payment program to help stabilize the flow of capital."

振興蛋號

Ag. Com. Chan Heng Ovos

「合作初期，由於金沙中國對冷鏈運輸配送有要求，需要專門運輸車，令企業意識到缺乏冷凍車所造成的問題，即時訂購以配合相關要求；亦意識到未來安全是顧客的關注重點，及後更主動考取 ISO、HACCP 標準認證等，所有員工同樣需要上相關課程，提高對食安的管控。金沙中國對中小企供應商不斷提供意見，鼓勵企業完善不足。此外，振興蛋號在金沙中國一定規模採購量支持下，與廠家洽談時更有底氣，亦得以不斷成長優化。」


中小企援助
扎根澳門逾七十年
蛋商優化軟硬件 高穩定性獲博企合作
金沙·疫下穩定供貨 守約精神值得表揚


Times
Mutual trust boosts long-term cooperation between Sands China and SME

"At the early stage of our partnership, as Sands China has a certain demand for cold-chain transportation and requires the use of dedicated vehicles, we were immediately aware of our lack of refrigerator vans and promptly purchased some to satisfy this requirement. Realizing that safety is one of the major concerns of clients, we proactively obtained ISO and HACCP certifications. All our staff are also required to study relevant courses to strengthen their knowledge about food safety control. Sands China often gives advice and encouragement so that suppliers can improve their weaknesses. In addition, with a certain procurement volume from Sands China, Ag. Com. Chan Heng Ovos is more confident in negotiating with suppliers, which has encouraged us to seek further growth and enhancement."

盤磯廣告策劃有限公司

Case Station

「金沙中國從盤磯過往製作的書刊發現我們公司，2018 年雙方首次合作，製作書刊《金沙中國關懷大使十周年》。我們大膽向金沙中國提出新風格、新嘗試，如顏色方面，從穩健轉變為開心繽紛色調，並增加大量的關愛圖片，獲金沙中國接受，最終大獲好評。正因金沙中國願意與小企多溝通、願意接受不同風格，也令公司更勇於創作；又因金沙中國的工作態度嚴謹，令公司學會在日後的工作上『多走一步』，讓客戶更願意聆聽、接受新事物，令工作變得更順利，更快達成共識。」





"Sands China noticed us, Case Station, from the booklets we had printed. Our collaboration started in 2018 when we were engaged to make the book 10th Anniversary of Sands Cares Ambassador Program. We proposed a new style and new approach, such as changing the traditional palette to a joyful and colorful one and added many touching photos. Sands China accepted our ideas and the finished product was well received. Sands China is willing to maintain close communication with small firms and to accept and try out new ideas and different styles, which has encouraged us to think outside the box and create something new. Thanks to Sands China's meticulous attitude, we have learned to 'go further' in our future projects and to encourage our clients to listen and accept new ideas more willingly. This allows us to do our work more smoothly and reach a consensus with our clients more quickly."

錦記魚欄

Kam Kei Marine Product

「金沙中國留意到錦記魚欄供應的活海鮮品種質量穩定，貨源充足，因此主動聯繫商討合作意向。雙方在 2021 年開展合作，主要為金沙中國旗下的中餐廳提供活海鮮。雙方溝通和合作愉快。疫情下生意因其他酒店客戶的訂單減少而受到影響，但與金沙中國開展合作後，帶動生意額回升兩至三成；同時，由於採購額增大，來貨成本也能降低，進一步提升整體利潤，幫助錦記渡過難關，也大大提高了錦記的知名度及業界信心。」



"Sands China noticed the stable range, consistent quality and ample supply of Kam Kei Marine Product's live seafood and therefore contacted us to discuss cooperation. The partnership started in 2021, in which we mainly provided live seafood for Sands China's Chinese restaurants. The communication and cooperation between both companies has been pleasant. Our business was impacted by the decreased orders from other hotel customers due to the pandemic, but has seen a 20-30% rebound since we started working with Sands China. Moreover, the increased procurement has driven down the cost of products and further boosted our gross profit, which helped us survive the hard times and greatly increased our visibility and the sector's confidence in us."

迪高設計

Deco Design

「2009 年起公司便與金沙中國合作，但內容較單一。2019 年主動參與金沙中國的本地中小微企供應商開放日活動，讓金沙中國了解到公司服務內容持續擴大及優化，雙方遂擴大合作範圍；從早期主要負責平面指示牌的製作，擴展至參與澳門金沙十五周年員工慶祝活動的部分設計工作、角子機標示貼紙，以及商舖圍板的設計製作等。與金沙中國合作能夠加快企業成長，並為公司帶來更大的收入。公司會將合作過程中學到的經驗及知識，應用至其他合作機構。」



"We started working with Sands China in 2009 but we were only involved in a single type of business until we took the initiative to join the Local SME Supplier Open Day run by Sands China in 2019, where Sands China learned that we had been increasing and enhancing our services, and our scope of cooperation has broadened since then. Starting from mainly making graphic signage at the beginning, our services extended to cover part of the design project for Sands Macao's 15th anniversary celebration for staff, as well as the design and production of signage stickers for slot machines and shop hoardings. The partnership with Sands China has accelerated our company's growth and brought us higher income. We have also applied the experience and knowledge that we have learned from the partnership to other business partners."

承源貿易有限公司

Source Trading

「承源貿易 2018 年正式成為金沙中國供應商的一員，初期以禮品產品設計、開發、供應為主，後擴展至酒店日常用品、防疫用品及活動策劃等多個領域，現向金沙中國供應約三百項產品。承源貿易的經營範圍因與金沙中國等大企合作逐步邁向多元，更因應金沙中國對高品質及創新的產品需求而不斷進步、提升同行競爭力，使日後在與其他大企業合作上有更多充足經驗。積極轉型讓承源貿易在疫情的衝擊中生存下來，2020 年後營業額逆市向上，每年均有兩成增長。」





"Source Trading became one of Sands China's suppliers in 2018. Starting from mainly providing gift design, development and supply at the early stage, our services were then extended to include hotel necessities, pandemic prevention supplies, and event planning. We now supply around 300 products for Sands China. Our business scope is gradually diversifying thanks to cooperation with big enterprises including Sands China. In response to Sands China's demand for high-quality and innovative products, we have sought constant progress and enhanced our competitiveness among industry peers, and have therefore accumulated sufficient experience for working with other big enterprises in the future. Source Trading has survived the impact of the pandemic due to its active transition and has seen its turnover increase by 20% year-on-year since 2020."

嘉鴻食品有限公司

Ka Hung Food Company Limited

「公司現時向金沙中國供應火龍果和橙等十多種高品質水果。金沙中國為求向客人提供最優質的食品，收貨流程仔細、嚴謹，工作人員會認真檢查每顆水果成熟度、新鮮度。初期公司人員未能習慣有關要求，但經金沙中國採購部耐心、主動與負責人員講解，公司及員工不斷努力改善業務流程及品質控制，提升競爭力，滿足客戶的要求，現時合作過程越來越順暢。公司整體而言獲益良多。」



"Our company currently provides Sands China with over ten types of quality fruits, such as dragon fruit and oranges. As Sands China strives to provide their customers with food products of the best quality, they always maintain careful and conscientious procedures when receiving products, with staff carefully checking every piece of fruit in terms of their maturity and freshness. At first, our staff was not used to these requirements, but Sands China's procurement department patiently and proactively explained the procedures to us. Together with our staff members, we have then been striving to improve the business process and quality control to enhance our competitiveness and satisfy clients' needs. Our cooperation has now become much smoother and, generally speaking, we have learned a lot from this partnership."

百路達自動車租賃有限公司

Burgeon Rent A Car Limited

「金沙中國對百路達車隊服務的要求嚴謹，提供標準操作程序讓雙方更好地互相配合，共同向賓客提供配合金沙中國品牌形象的客制化及優質服務；百路達亦汲取不少待客經驗。2021 年百路達為澳門倫敦人購入一批英國製造的倫敦的士。公司團隊由 2017 年開始籌備，疫情下克服重重困難，三年後終於成功將英國製造的增程式電動車引進澳門，成為在東南亞地區首個引入同類型汽車的進口商。」



"Sands China has set high service requirements for Burgeon Rent A Car Limited but has given us standard operating procedures, which have allowed both parties to coordinate better and provide guests with customized quality services that are in line with Sands China's brand image. Burgeon has also accumulated valuable customer service experience in the process. In 2021, Burgeon purchased a batch of made-in-UK London taxis for The Londoner Macao. Our team started to prepare for the importation in 2017, and after overcoming many difficulties during the pandemic, we successfully introduced the made-in-UK range-extended electric vehicles to Macao three years later, establishing ourselves as the first importer of this type of vehicle in Southeast Asia."

訊菱照明（澳門）公司

Hoye Lighting Company

「2011 年公司取得首張金沙中國的訂單。最初由數千元的訂單做起，憑着專業知識、供貨迅速，訂單金額持續增長，最多一張訂單逾十萬元。金沙中國較注重產品質量，除價格外，亦綜合評估產品的耐用度、生產地等因素，決定是否進行採購。與金沙中國合作除了提高營業額外，最大幫助是提高企業知名度及認受性，更有機構因得知金沙中國是公司的客戶之一，認為公司的供貨質量及服務有保證而達成合作。」


照明公司與博企合作逾十載
"疫"市訂單增
金沙·報價送貨快 擴大合作

"We got our first order from Sands China in 2011. Starting from orders involving only thousands of MOP, the order amount has continuously risen up to more than MOP 100,000 due to our professional knowledge and rapid delivery. When making procurement decisions, Sands China not only values product quality and prices, but also evaluates the durability and country of origin of products. The partnership with Sands China has not only contributed to our turnover increase, but has also enhanced our visibility and recognition. Some companies have faith in our product quality and services after learning that we are one of Sands China's suppliers, and have therefore entered into cooperation with us."

富昌凍肉食品有限公司

Agencia Comercial Carne Gelada e Comida Fu Cheong Limitada

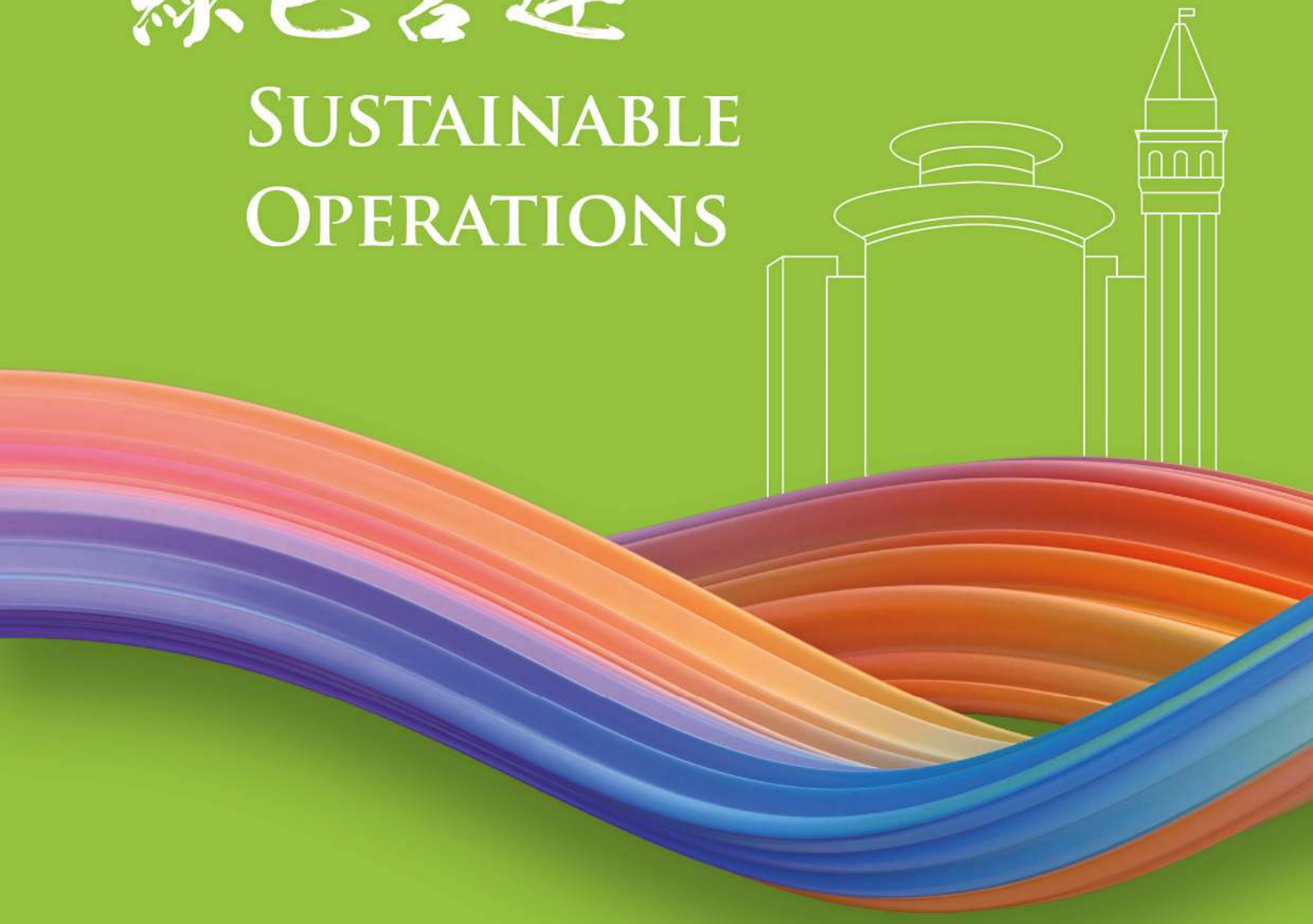
「公司在 2020 年疫情未爆發前本已備好不少存貨以便供應，唯於同年 2 月全澳娛樂場暫停營運 15 日，供貨需求隨之大減，大量的食材存貨放滿倉庫，因此非常擔心難『去貨』以致損失慘重。非常感激金沙中國在疫情下主動派員了解，得知情況後立即表示願意協調並商討存貨處理，協助公司度過難關。現時與金沙中國訂單佔了公司總生意額的七成，並且由於公司與金沙中國有合作，在業內建立起良好的口碑，陸續獲得其他博企主動提出合作。」



"We had prepared quite a large stockpile before the onset of the pandemic in 2020. However, all casinos in Macao unprecedentedly suspended operations for 15 days in February of the same year, causing a plunge in demand while a massive quantity of food items were stocked in the warehouse. We were therefore extremely worried about the great losses caused by the difficulty in consuming these goods. We are grateful that Sands China proactively approached us during the pandemic to learn about our situation and was willing to coordinate and discuss about the disposal of stock to help us pull through. The orders from Sands China now account for 70% of our total business volume. Furthermore, thanks to our partnership with them, we enjoy a good reputation in the industry and have been approached by other gaming operators seeking cooperation."

綠色營運

SUSTAINABLE OPERATIONS



堅守環保承諾　推進綠色營運

WALKING THE TALK IN SUSTAINABLE OPERATIONS



堅守環保承諾　推進綠色營運

Walking the Talk in Sustainable Operations

環境保護是我們業務中至關重要的一環。在「金沙環保 360」全球可持續發展策略的指導下，我們以負責任的態度發展及管理度假村，以及推動可持續營運、保育工作及環保措施，致力將對環境造成的影響降至最低。

Our commitment to the environment is an integral part of our business. The Sands ECO360 global sustainability strategy guides the responsible development and management of our resorts, and drives sustainable operations, conservation practices and eco-friendly initiatives that minimise our environmental impact.

在「金沙環保 360」的引領下，我們制定了一系列可持續發展舉措，以應對我們所關注的核心議題。我們制定有效的策略，有系統地盡量減少對環境的影響，保護自然資源，並實現我們保護地球的承諾。這些核心議題包括：

- 低碳轉型
- 水資源管理
- 塑膠及包裝
- 採購
- 廢物
- 生物多樣性 [1]

Led by the Sands ECO360 strategy, we have developed a series of sustainability initiatives to address our core topics. These strategic and systematic efforts ensure we minimise environmental impact, preserve natural resources and achieve our commitment to protecting the planet. These core topics include:

- Low-carbon transition
- Water stewardship
- Plastic and packaging
- Sourcing
- Waste
- Biodiversity[1]

[1] 我們一直在多個關注議題的領域上保護生物多樣性，並正制定可融入公司「地球」支柱策略的生物多樣性方案。

[1]We have been addressing biodiversity under several topic areas and are formulating our biodiversity approach for incorporation into our Planet pillar.

金沙中國 2022 年可持續發展大事記
Sands China 2022 Sustainability Highlights

低碳轉型 Low-carbon Transition

投資 **580 萬美元**於能源效益項目
US$5.8 million invested in energy-efficiency projects

太陽能發熱混能設備產生了 **292 千焦**的可再生能源
292 gigajoules of renewable energy generated by solar thermal hybrid system

節省 **220 萬千瓦時**的能源
2.2 million KWh energy saved

採購 **115,000 兆瓦時**符合再生能源憑證標準的電力
115,000 MWh International Renewable Energy Certificates purchased

金沙中國旗下物業的**照明裝置 99% 以上為** LED 燈，2022 年在近 **2,155 間房間**安裝高效 LED 燈，減少能源消耗
99+% LED lighting used across Sands China's properties, with high efficiency LED lights installed in nearly **2,155 rooms** in 2022 to reduce energy usage

成功舉辦**澳門首個碳中和展覽**
Achieved **Macao's first carbon neutral exhibition**

水資源管理 Water Stewardship

用水量較 2019 年減少 **36%**
Water usage decreased by **36%** from a 2019 baseline year

塑膠及包裝 Plastic and Packaging

69% 的金沙中國品牌水瓶以環保材料 rPET（再生聚酯）製成
69% of Sands China-branded water bottles made from sustainable materials (rPET)

採購 Sourcing

全部床單以可持續方式採購
100% of bed linens sourced sustainably

全部燈泡為 LED 燈
100% of light bulbs procured are LEDs

98% 的衛生用品為紙質
98% of hygiene products procured are paper-based

可持續發展支出達 **1700 萬美元**
US$17M Sustainable spend

廢物 Waste

旗下三大物業已安裝乾手機，每年減少抹手紙消耗約 **5 公噸**
Three properties installed extra hand dryers, eliminating around **5 metric tons** of paper towels per year

生物多樣性 Biodiversity

2022 年購入 **170 萬美元**經森林管理委員會（FSC）認證的產品
US$1.7M Forest Stewardship Council (FSC) certified products in 2022

24% 咖啡及茶以可持續方式採購，包括獲雨林聯盟認證
24% of coffee and tea are sourced sustainably including Rainforest Alliance certified

2025 年環境、社會及管治目標
2025 ESG Targets

環境目標 — 地球 Environmental Targets - Planet	2025 年目標 by 2025	2022 年表現 2022 Performance	進度 Progress
範圍 1 及範圍 2 排放減少 [1] Scope 1 and 2 emissions reduction[1]	17.5%	56%	已達成 Achieved
減少、回收或轉化廚餘（公司範圍） Prevention, rescue or diversion of food waste (campus-wide)	12%	12%	已達成 Achieved
營運廢物轉化率提高至 Increase in the operational diversion rate to	20%	14%	進展順利 On track
每有效平方呎的飲用水使用量減少 [2] Increase in the operational diversion rate to[2]	3%	36%	已達成 Achieved
金沙中國品牌水瓶由可持續材料製成比例 Sands China branded water bottles made from sustainable materials	100%	69%	進展順利 On track

[1] 與 2018 基準相比 from a 2018 baseline
[2] 與 2019 基準相比 from a 2019 baseline

在地球支柱策略方面，我們的目標與澳門和中國在 2030 年前達到碳排放峰值，並於 2060 年前實現碳中和的目標一致，同時符合《澳門特別行政區經濟和社會發展第二個五年規劃（2021-2025 年）》以及最新公佈的《澳門環境保護規劃（2021-2025）》中所訂定的方針。

Our Planet 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).

我們繼續尋求節能及節水的替代方案及措施，並在旗下的所有度假村中實行。此外，我們亦制定了減少能源消耗方法的低碳轉型路線圖，並根據科學基礎目標倡議制定了嚴格的效率目標，以進一步支持我們提高營運效率。

We continually seek energy- and water-efficient alternatives and initiatives to implement throughout our resort portfolio. Additionally, we created a low-carbon transition roadmap that outlines our approach to reducing energy consumption, and established stringent efficiency goals in line with the Science Based Targets initiative to further support our focus on operational efficiency.

低碳轉型
Low-carbon Transition

響應「地球一小時」
Support to Earth Hour





3 月 26 日晚，金沙中國關掉酒店外牆及非主要室內照明一小時，以響應年度節能活動「地球一小時 2022」。今年是金沙中國連續第 14 年與世界各地的企業和大眾共同參與。公司旗下所有度假村均有參與。

除參與「地球一小時」年度活動外，金沙中國旗下度假村自 2013 年起每月亦持續進行「地球一小時」關燈節能活動，並在每月的首個星期二晚上關掉酒店外牆照明、標牌及戶外大型屏幕一小時，大幅增加節能成效。

Sands China observed Earth Hour 2022 at its properties on March 26, turning off exterior lights and non-essential indoor lights for one hour in support of the annual global event. It was the company's 14th straight year joining businesses and individuals around the world in the lights-off activity, with all Sands China properties taking part.

Besides participating in Earth Hour, Sands China has been taking the initiative since 2013 to observe Earth Hour each month. The company's resorts turn off exterior lights, signage and marquees for one hour on the first Tuesday of each month, in an effort to maximise the positive environmental effects of the energy-saving movement.

舉行澳門首個碳中和展覽
Achieving Macao's First Carbon Neutral Exhibition

澳門首個「碳中和」展會 —— 2022 年澳門國際環保合作發展論壇及展覽（2022 MIECF）於 12 月 9 日至 11 日在澳門威尼斯人金光會展舉行，標誌著公司發展的重要里程碑，印證了公司致力於推動澳門綜合度假村行業可持續營運的長期承諾。此外，金沙中國的營運團隊亦堅守「金沙環保 360」全球可持續發展策略中的「綠色會議」原則，積極採取多項環保措施減少會展活動的碳足跡。

澳門首個「碳中和」展覽於金光會展成功舉行，落實了金沙中國與澳門展貿協會於 2022 年 6 月 1 日「全球展覽日」所簽署備忘錄的承諾，共同推動和加強澳門會展業的可持續發展。



Macao's first carbon neutral exhibition, the 2022 MIECF, was held Dec. 9-11 at The Venetian Macao's Cotai Expo. The milestone was a far-reaching development in Sands China's long-term dedication to sustainable operations in Macao's integrated resort industry. In addition, our operations teams executed the MIECF event with the Green Meetings principles of the Sands ECO360 global sustainability strategy – which utilise a variety of proactive measures to decrease the carbon footprint of events.

The holding of Macao's first carbon neutral exhibition at Cotai Expo followed Sands China's memorandum of understanding with MFTA, which was signed June 1 during GED2022 (Global Exhibitions Day), marking our joint commitment to promoting and strengthening the sustainable development of the convention and exhibition industry in Macao.

能源效益
Energy Efficiency

我們將澳門百利宮現有的熱泵及鍋爐系統更換為新的高溫熱泵。新系統能夠高效供應 80°C 的熱水，降低營運成本，並完全消除對使用液化石油氣鍋爐的依賴。

At The Plaza Macao, we replaced the existing heat pumps and boiler system with new high-temperature heat pumps. The new system is capable of supplying 80oC hot water at high efficiency and reducing operating costs, as well as completely removing the reliance on the boilers, which used liquefied petroleum gas (LPG).

水資源管理
WATER STEWARDSHIP

推動社區合作　落實水資源可持續發展
Catalysing Community Water Initiatives

金沙中國就水為善項目與潔世（Clean the World）建立合作夥伴關係，透過向環保組織提供資助，將我們節水工作所節省資金投資於本地的保育計劃。2022 年，澳門聖若瑟大學第三年接受資助，繼續進行水為善研究工作，透過社區教育及宣傳活動，以及對紅樹林碳封存及去除淡水和河道中微塑膠的能力進行科學研究，保育本澳濕地。

Sands China's unique collaboration with Clean the World on the Drop by Drop Project invests our water savings into local conservation programmes via grants to environmental organisations. In 2022, third-year grant recipient University of Saint Joseph (USJ) Macao continued its work to preserve local wetlands through community-based education and awareness activities, and scientific studies of mangrove's ability to sequester carbon and remove microplastics from freshwater and marine waterways.

- 9 月 17 日國際海岸清潔日，「金沙環保 360」大使連同聖若瑟大學、非政府組織「綠色未來」（金沙關懷加速器計劃參與成員）以及多位社區成員參與路環的海岸清潔活動，使本澳海岸更清潔安全。我們通過活動清理岸邊的雜物，並進行分類和資料記錄，合共收集雜物近 200 公斤。

  On this year's International Coastal Cleanup Day (September 17), our Sands ECO360 Ambassadors joined hands in Coloane to make our coasts cleaner and oceans safer with our partner organisation, the University of Saint Joseph (USJ); our partner NGO, Green Future (Sands Cares Accelerator Programme); and various community members. We went to pick up coastal debris, sorted them out, and recorded data. Together, we collected nearly 200 kg of coastal debris.

- 為鼓勵社區成員參與及協助教師教育學生紅樹林在生態保育上的角色，流動紅樹林展覽走訪澳門各間學校，透過科學展示板、照片、影片及互動水箱模型展示本地紅樹林系統。聖若瑟大學亦為本澳社區成員舉辦含兩個部分的微塑膠主題工作坊。

  To engage community members and assist teachers in educating students about the role mangroves play in ecological preservation, a mobile mangrove exhibition visited schools in Macao displaying the local mangrove system through scientific display boards, photographs, films, and interactive tank models. The team also conducted a two-part workshop on microplastics for members of the local community.

聖若瑟大學每年均在金沙中國員工的支持下種植紅樹林，目前已於澳門海岸種下 1,000 株幼苗，可提高水的復原力和改善生態系統。

USJ's annual mangrove planting supported by Sands China team members established 1,000 seedlings along the coast of Macao to increase water resiliency and improve the ecosystem.







綠色產品路演
Green Products Roadshow

為支持世界環境日，金沙中國舉辦年度綠色產品路演，以便員工向本地中小企購買環保產品，當中包括 8 款家用節水產品。我們亦於每年舉辦的金沙物美嘉年華為商家提供免費展位銷售節水產品。

In support of World Environment Day, Sands China hosted its annual Green Products Roadshow, enabling team members to purchase eco-friendly products from local SMEs, including 8 water-saving products for home use. We also provided free booth space for vendors to sell water-efficiency products at our annual Sands Shopping Carnival.





塑膠及包裝
Plastic and Packaging

辦公室一個垃圾桶挑戰
One Bin Office Challenge





為配合我們的「金沙環保 360」策略，實現無塑未來，並推廣及宣傳妥善回收習慣，我們舉辦了「辦公室一個垃圾桶挑戰」，鼓勵各業務單位移除辦公桌旁的垃圾桶，改為集中在一個地點放置回收桶。此措施有助取消辦公桌旁垃圾桶膠袋的使用，同時鼓勵員工反思如何使用及回收常見的辦公室資源。此項挑戰合共有 103 個辦公室參與，移除了 74%（1,127 個）辦公室垃圾桶，及每月減少超過 26,535 個膠袋，有助減少塑膠的使用及提升金沙中國的環保回收能力。

In line with our Sands ECO360 strategy for a plastic-free future and to promote and disseminate proper recycling practices, we established the "One Bin Office Challenge." Business units were encouraged to remove individual deskside waste bins and instead to locate bins for recycling in one centralised location. This initiative has helped eliminate the plastic bags used in individual deskside bins, while also encouraging team members to rethink how they use and recycle common office resources. A total of 103 offices participated in the challenge, resulting in the removal of 74% percent of office bins (1,127 bins) and a monthly wastage prevention of over 26,535 plastic bags, contributing to the reduction of plastic use and the increase of Sands China's recycling potential.

膠袋徵費捐贈
Donation of Plastic Bag Surcharge

我們繼續與環境保護局合作，捐出我們的零售商店所收集到的膠袋費。2022 年，我們向本澳非牟利組織「世望屋」捐贈膠袋費合共 20,125 澳門元。

In partnership with the Environmental Protection Bureau (DSPA), we continued to donate the money collected from the plastic bag surcharge at our retail shops. In 2022, we donated MOP 20,125 in plastic bag levies to local NGO Genervision House.

採購
SOURCING

推廣可持續海鮮
Promoting Sustainable Seafood

2022 年 6 月，為慶祝聯合國世界海洋日，澳門倫敦人的邱吉爾餐廳增加了可持續菜單上的菜式。我們的烹飪團隊推出三款精美的海鮮菜餚，當中運用可持續及負責任方式採購、養殖及收成的食材，讓我們的賓客在享用環保海鮮盛宴的同時增進對海洋保育的了解，並鼓勵他們作出明智的選擇，為保護海洋作出貢獻。

In June 2022, The Londoner Macao's Churchill's Table restaurant expanded the number of sustainably sourced menu options in celebration of United Nations World Oceans Day. Our culinary team launched three finely crafted seafood dishes featuring sustainably and responsibly sourced, farmed and harvested ingredients. While enjoying a feast of ocean-friendly, flavourful seafood, our guests gained a better understanding of marine conservation and were encouraged to make educated choices which contribute to protecting our oceans.





植物性替代品
Plant-Based Alternatives

我們可持續發展措施的重點之一是採購既有益健康、又能減少碳足跡的產品。因此，我們在賓客餐廳及員工餐廳提供更廣泛的植物性及替代蛋白質菜式。2022 年，我們在員工餐廳推出新膳肉（Omni-meat）餐單，並為此採購 471 公斤植物蛋白。

One focus of our sustainability efforts is to source products that support wellness while reducing our carbon footprint. As a result, we are expanding plant-based and alternative-protein dish offerings at restaurants and team member restaurants. In particular, we introduced Omni-meat in our team member restaurants, resulting in the procurement of 471 kg of plant-based protein in 2022.

廢物
WASTE

社區冰箱捐贈計劃
Community Fridge Donation

金沙中國推出了支持「澳門社區冰箱」項目的新計劃，以履行其回收剩食的承諾。由本澳環保團體 Macau ECOnscious 設立的社區冰箱位於天主教牧民中心，任何人都可以將食物送出與弱勢社群共享。自 2022 年 3 月起，金沙中國旗下多家餐廳已參與此計劃，捐贈剩餘的糕點及烘焙食品。鑒於該項目的成功，我們自 2022 年 9 月起已將捐贈次數由每週一次增加至每週三次。截至 2022 年底，我們已向有需要人士提供價值超過 3,968 美元的食品。





Fridge, host by the Macao ECOnscious Association and set up at the Catholic Pastoral Center, provides a space where anyone can drop off food that is then shared with those less fortunate. Starting from March 2022, a number of Sands China's restaurants joined the initiative by donating excess pastry and bakery items. Due to the success of the project, the donation frequency was increased from one to three times per week in September 2022. By the end of 2022, over US$3,968 worth of food was provided to those in need.

將「金沙關懷加速器」非牟利組織成長計劃引入澳門
Bringing the Sands Cares Accelerator to Macao





2022 年，我們在澳門啟動全球旗艦項目「金沙關懷加速器」非牟利組織成長計劃，並邀請本地非牟利團體綠色未來參與。在參與計劃期間，綠色未來獲金沙中國贊助 50,000 美元，致力於建立澳門首間提供培訓、分類服務及物流的環保社會企業，以改善澳門的回收情況，同時亦為殘疾人士等提供就業機會。自加入該計劃以來，綠色未來發展了回收服務，進行回收試驗及市場調查，並設定了每日回收路線。6 月至 12 月期間，他們成功將回收量提高 79,860 公斤。

「金沙環保 360」大使亦與市民一起進行垃圾分類，並學習減少廢物、清潔回收物品及資源再用的知識，更於澳門其中一個社區回收中心利用回收紙箱建造了兒童遊樂場。

In 2022 our flagship global Sands Cares Accelerator programme was launched in Macao, welcoming Green Future to the programme. With an investment of a US$50,000 sponsorship from Sands China, Green Future is working to create a first-of-its-kind environmental social enterprise that provides training, sorting services and logistics to improve recycling in Macao, while bringing new jobs that include opportunities for disabled residents during its membership. Since joining the programme, Green Future has developed its recycling service, conducted recycling trials and market research, set up daily recycling routes, and successfully increased recycling from June to December by 79,860 kg.

Our Sands ECO360 Ambassadors also engaged with local residents to separate waste and to learn about waste reduction, clean recycling and resource reuse. They also built a children's playground made from recycled carton boxes at one of the community recycling centres in Macao.

營運廢物管理
Operational Waste Management

金沙中國就月餅盒及農曆新年利是封等季節性用品安排了各種專門回收活動，以便賓客及員工參與。我們從旗下所有物業回收的月餅盒及利是封共計達 189 公斤。

2022 年的另一個工作重點，是通過追蹤及減少打印的措施以管理紙張的使用。我們通過統一管理的打印服務，將管理打印計劃擴展至香港及珠海的辦公室。此外，三家金沙中國物業已增加乾手機，減少抹手紙消耗量達每月 390 公斤，即每年 5 公噸。

Sands China coordinated a variety of tailored recycling activities involving guests and team members for seasonal items such as mooncake boxes and Chinese New Year red packets. We collected a total of 189 kg of mooncake boxes and red packets from across all our properties for recycling.

Managing paper usage was another key focus area in 2022, with initiatives to track and reduce printing. Through managed printing services, we expanded our managed printing programme to our offices in Hong Kong and Zhuhai. In addition, three Sands China properties installed extra hand dryers, eliminating around 390 kg of paper towels per month and 5 metric tons per year.





獎項及認證
AWARDS AND ACCREDITATIONS

道瓊斯可持續發展指數
S&P Dow Jones Indices

2022 年，金沙中國獲兩大道瓊斯可持續發展指數（DJSI）認可，包括首度入選道瓊斯可持續發展全球指數（DJSI World），為三家入選的綜合度假休閒企業之一，以及連續第二年入選道瓊斯可持續發展亞太指數（DJSI Asia Pacific），為該組別的兩家入選企業之一。

道瓊斯可持續發展指數旨在表彰全球領先企業在環境和社會議題方面的表現，以及負責任管治方面的實踐情況。金沙中國獲列入上述知名指數，證明了其在環境、社會及管治領域的表現領先業界。

In 2022, Sands China was named on two Dow Jones Sustainability Indices (DJSI) – DJSI World for the first time and DJSI Asia Pacific for the second consecutive year. Sands China is one of the only two integrated resort companies included in DJSI Asia Pacific, and one of only three companies in this category included in DJSI World.

The prestigious indices recognise 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.

香港中文大學企業可持續發展指數
CUHK's Business Sustainability Indices

2022 年，金沙中國獲香港中文大學「企業可持續發展指數」四項認可，其中在「第二屆大中華區酒店可持續發展指數」獲評為十強企業，並獲頒「前驅者」評級，榮膺該年度該組別的最高殊榮。此外，金沙中國在其他三項指數中同樣表現出眾，於「第二屆大中華企業可持續發展指數」中成為唯一一家躋身 20 強的綜合度假村或酒店營運商，並於「第三屆粵港澳大灣區企業可持續發展指數」及「第七屆香港企業可持續發展指數」中排名第九位，成為唯一一家躋身 10 強的綜合度假村或酒店營運商。

Sands China has been recognised by The Chinese University of Hong Kong's Business Sustainability Indices (BSI), earning rankings in four of CUHK's indices in 2022. The Top 10 ranking in the 2nd Greater China Hotel Business Sustainability Index (Hotel BSI) included the additional distinction of performing at the Pace-setter level, which was the highest level awarded in the category in 2022. Besides the Hotel BSI, we ranked in three other indices. We were the only integrated resort or hotel operator ranking in the Top 20 in the 2nd Greater China Business Sustainability Index (GCBSI), and also the only integrated resort or hotel operator to rank in two other indices: 9th in both the 3rd Greater Bay Area Business Sustainability Index (GBABSI) and the 7th Hong Kong Business Sustainability Index (HKBSI).



澳門環保酒店獎金獎
Macao Green Hotel Gold Award

憑藉我們在提升建築物能源效能方面的不斷努力，澳門金沙於 2021 年榮獲澳門環保酒店金獎。澳門金沙為致力減少對環境的影響，實施一系列主要節能措施，包括將變速冷水機組及電子整流風扇更換為更高效率的型號，以及將本公司旗下的酒店穿梭巴士車隊改為以替代燃料營運。我們旗下所有酒店現時均獲得澳門環保酒店金獎。

In recognition of our continuous efforts to improve building energy performance, Sands Macao earned the Macao Green Hotel Gold Award in 2021. Committed to reducing its environmental impact, Sands Macao implemented a number of key energy-saving measures, including the replacement of variable-speed chillers and electronically commutated fan motors with higher-efficiency models and the conversion of our company-owned hotel shuttle fleet to alternative fuel sources. All of our certified hotels are now recipients of the Macao Green Hotel Gold Award.

環境、社會及管治相關榮譽
ESG RECOGNITION

道瓊斯可持續發展全球指數（DJSI, World）（2022 年）

道瓊斯可持續發展亞太指數（DJSI, Asia Pacific）（2021 年、2022 年）

富時羅素社會責任指數（FTSE4Good）（2018 年、2019 年、2020 年、2021 年、2022 年）

香港企業可持續發展指數（HKBSI）（2019 年、2020 年、2021 年）

粵港澳大灣區企業可持續發展指數（GBABSI）（2019 年、2020 年、2021 年）

大中華企業可持續發展指數（GCBSI）（2020 年、2021 年）

大中華區酒店可持續發展指數（Hotel BSI）（2020 年、2021 年）

MSCI ESG 評級（2022 年）

太平洋盆地經濟理事會 ESG 大獎 —— ESG 企業管治銀獎（2022 年至 2023 年）

Dow Jones Sustainability Index, World (2022)

Dow Jones Sustainability Index, Asia Pacific (2021, 2022)

FTSE4Good (2018, 2019, 2020, 2021, 2022)

Hong Kong Business Sustainability Index (2019, 2020, 2021)

Greater Bay Area Business Sustainability Index (2019, 2020, 2021)

Greater China Business Sustainability Index (2020, 2021)

Hotel Business Sustainability Index (2020, 2021)

MSCI ESG Ratings (2022)

Pacific Basin Economic Council ESG Awards – Silver ESG Corporate Governance (2022-2023)

認證
CERTIFICATIONS

領先能源與環境設計（LEED）銀級認證建築設計及建造獎：澳門巴黎人（2019 年）

澳門環保酒店獎金獎：澳門威尼斯人（2020 年）、澳門巴黎人（2020 年）、澳門四季酒店（2020 年）、澳門金沙（2021 年）、澳門倫敦人酒店（2022 年）、澳門康萊德酒店（2022 年）、澳門瑞吉酒店（2022 年）、澳門喜來登大酒店（2022 年）

ISO 20121 活動可持續管理系統：澳門威尼斯人、澳門巴黎人（自 2014 年起）

ISO 45001 職業健康及安全管理體系：設施管理部（自 2018 年起）；餐飲部、客房服務部、採購部、保安部（自 2020 年起）；賭桌部、角子機部（2022 年）

ISO 27001 資訊安全管理系統：金沙中國（自 2021 年起）

LEED Silver for Building Design and Construction: The Parisian Macao (2019)

Macao Green Hotel Gold Award: The Venetian Macao (2020), The Parisian Macao (2020), Four Seasons Macao (2020), Sands Macao (2021), The Londoner Macao Hotel (2022), Conrad Macao (2022), The St. Regis Macao (2022), Sheraton Grand Macao (2022)

ISO 20121 for Event Sustainability Management Systems: The Venetian Macao, The Parisian Macao (since 2014)

ISO 45001 for Occupational Health and Safety Management Systems: Facilities (since 2018), Food & Beverage, Housekeeping, Procurement, Security (since 2020), Table Games, Slot (2022)

ISO 27001 for Information Security Management Systems: Sands China (since 2021)

有關金沙中國可持續發展措施的詳情，請參閱《環境、社會及管治報告 2022》：

For more details about Sands China's efforts in sustainability, please refer to the company's Environmental, Social and Governance Report 2022:

繁體中文版
Traditional Chinese version

英文版
English version

負責任博彩

RESPONSIBLE GAMING



積極推廣負責任博彩　推動城市可持續發展

ACTIVELY PROMOTING RESPONSIBLE GAMING AND MACAO'S SUSTAINABLE DEVELOPMENT


負責任博彩

積極推廣負責任博彩　推動城市可持續發展

Actively Promoting Responsible Gaming and Macao's Sustainable Development

負責任博彩是澳門博彩行業持續發展的必備元素，亦是金沙中國履行企業社會責任的重要一環。公司早於 2004 年已推出「自我隔離計劃」，並於 2007 年率先向全體新入職員工提供負責任博彩培訓，並建立一套完整的負責任博彩計劃，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。

Responsible gaming is an essential element for the sustainability of Macao's gaming industry and also an integral part of Sands China's fulfillment of its corporate social responsibility. Sands China launched its self-exclusion program in 2004, and was a pioneer in providing responsible gaming training for all new team members starting in 2007. The company has since devised a complete set of responsible gaming plans with a view toward carrying out its corporate social responsibility and contributing to the ever-developing Macao community, thus helping resolve social issues and creating an atmosphere and culture of responsible gaming.

2022 年疫情持續肆虐，金沙中國的負責任博彩團隊持續響應澳門特區政府以一「瘋」家「輸」為主題的負責任博彩推廣活動，在不同挑戰下順利開展各項工作，為社區帶來積極正面的影響並取得顯著成果：

In 2022, while the pandemic continued to disrupt life across the city, Sands China's responsible gaming team successfully carried out a range of tasks in the face of various challenges in continuous response to the SAR government's "Lost Control, Lose Family" responsible gaming campaign, yielding noteworthy results and a positive impact on the community.



2 間娛樂場

獲特區政府評定為「負責任博彩執行模範單位」

Two casinos recognized as "Responsible Gambling Implementation Model Units"



捐贈 澳門幣 450,000 元

支持本澳社服機構從事負責任博彩推廣工作

MOP 450,000 donated to support local social service organizations in organizing responsible gaming activities



舉辦 5 場親子活動

增進親子關係及教導小朋友正確的理財概念

Five family-friendly activities held to enhance parent-child relationships and educate children on wise financial management concepts



向逾 3,300 名市民及旅客

推廣負責任博彩資訊

Responsible gaming information promoted to over 3,300 residents and tourists



22,000 人次

參與後勤區負責任博彩路演

22,000 participants attracted to responsible gaming roadshows in team member back-of-house areas

獲評為負責任博彩執行模範單位

Casinos Recognized as Responsible Gambling Implementation Model Units

金沙中國是澳門首家參與「負責任博彩執行指標」資格認證申請的綜合旅遊休閒企業。2022 年，公司旗下的澳門威尼斯人娛樂場及澳門倫敦人娛樂場均通過指標，獲澳門特別行政區政府評定為「負責任博彩執行模範單位」，以肯定公司在推廣負責任博彩方面的工作成效；此項指標是由澳門特別行政區政府部門及本地大學負責進行審核及評估。

Sands China is the first integrated resort in Macao to apply for the Responsible Gaming Indicators accreditation, in which SAR government departments and local universities review and evaluate casinos' fulfillment of various indicators. The casinos at The Venetian Macao and The Londoner Macao satisfied the indicators in 2022 and have been recognized by the Macao SAR government as "Responsible Gambling Implementation Model Units" in acknowledgment of the company's achievements in promoting responsible gaming.



支持本澳社會服務機構
Supporting Local Social Service Organizations

金沙中國向本澳四所社會服務機構合共捐贈澳門幣 450,000 元，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，以支援上述社會服務機構於 2022 年在澳門社區推動負責任博彩活動。

In 2022, Sands China donated a total of MOP 450,000 to four local social service organizations to support their responsible gaming activities in the local community. The associations supported were the 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.

金沙中國自 2006 年起持續向本澳負責任博彩社會服務機構捐款，捐款累計超過澳門幣 625 萬元，致力履行企業社會責任。款項用作支援社會服務機構推動負責任博彩活動，如負責任博彩親子家庭推廣日、親子財務管理活動、路演、工作坊、培訓、分享會，以及製作負責任博彩短片和問答遊戲等。

Committed to fulfilling its corporate social responsibility, Sands China has been making such donations since 2006 to local non-governmental organizations dedicated to responsible gaming efforts and has donated more than MOP 6.25 million to date. The donations help support these organizations in promoting responsible gaming-related initiatives, such as parent-child responsible gaming and financial management activities, roadshows, workshops, training, sharing sessions, promotional videos, and quiz games.



多元舉措　加強負責任博彩認知
Deepening Knowledge about Responsible Gaming through Various Initiatives

金沙中國深信每一位同事都肩負款待賓客和推廣負責任博彩的職責。為此，2022 年我們持續以多元化的舉措，讓更多員工及其親友全方位認識負責任博彩的重要性，以便他們進而向賓客及身邊的人傳遞有關的訊息。

Sands China truly believes that each team member has the responsibility to serve guests and promote responsible gaming. To this end, we have continually introduced more employees and their family members to the importance of responsible gaming through a variety of initiatives, helping our team members convey important information to guests and the people around them.

● 後勤區路演 Back-of-house roadshows





分別邀請聖公會澳門社會服務處、澳門基督教青年會、澳門博彩業職工之家以及澳門義務青年會在公司後勤區舉辦逾 30 場路演，旨在與一眾員工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。活動共吸引近 22,000 人次參與。

The Sheng Kung Hui Macau Social Services Coordination Office, Young Men's Christian Association of Macau, Macao Gaming Industry Employees Home, and Youth Volunteers Association of Macao were invited to hold more than 30 roadshows at Sands China properties' back-of-house areas to give team members the opportunity to refresh and deepen their knowledge of responsible gaming through games and activities. These roadshows attracted nearly 22,000 participants in 2022.

● 課堂教學及智慧學習 Training and smart learning

2022 年共舉行多場負責任博彩培訓，當中包括十一月在公司線上學習平台「我 · 悅學」為前線員工開辦的「負責任博彩培訓重溫課程」，以及新入職負責任博彩培訓等，合共有逾 8,000 人次參與，累計培訓時數逾 7,900 小時。

A number of responsible gaming training sessions were run in 2022, including training for new employees and the "Responsible Gaming Refresher Training" launched in November for frontline staff via the company's online learning platform "myLEARNING." More than 8,000 people joined the training sessions, comprising over 7,900 hours in total.

● 線上問答遊戲 Online quiz games

於二月推出線上「負責任博彩知多少有獎問答遊戲」，進一步增強員工對負責任博彩及最新資訊的了解。活動圍繞特區政府負責任博彩系列推廣活動的主題一「瘋」家「輸」而設計，吸引逾 660 名員工踴躍參與。

A "Responsible Gaming Knowledge Prize Quiz" was launched online in February to further increase team members' understanding of responsible gaming and learn the latest information. The quiz revolved around the theme of the SAR government's responsible gaming campaign "Lost Control, Lose Family" and attracted the enthusiastic participation of more than 660 employees.

● 講座 Talks

於十一月邀請了澳門天主教美滿家庭協進會舉辦「家庭關係雙贏有妙法」負責任博彩講座。講座專門為男性設計，讓參與者了解男性在家庭中的角色定位、情緒支援、如何調適工作和家庭壓力及預防賭博失調等內容；同時透過介紹認識賭博的定義、賭博的迷思及因賭博失調帶來的家庭問題，加強員工對問題賭博及負責任博彩的了解，保持身心健康。

In November, the Macao Catholic Family Advisory Council was invited to give the talk "Family Relationship Win-Win Formula." Designed especially for men, this talk gave participants an understanding of the male role in a family, emotional support, how to adjust and adapt to pressures at workplace and at home, and how to prevent gambling disorders. By introducing participants to the definition and myths of gambling and family problems caused by gambling disorders, the talk also helped participants gain a deeper knowledge of problematic gambling and responsible gaming and how to maintain mental and physical health.



● 內部通訊 Internal communication

持續每三個月發佈一次《金沙中國負責任博彩通訊》，回顧過往活動，並加強所有員工對負責任博彩推廣工作的認識。

The "Sands China Responsible Gaming Newsletter" continues to be issued every three months to reflect on past activities and enhance all team members' understanding of the company's responsible gaming promotional efforts.


金沙中國負責任博彩通訊
SANDS CHINA RESPONSIBLE GAMING NEWSLETTER
Edition nº 007 January 2022
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 積極宣揚正確理財觀念
Parent-Child Financial Management Challenge offers fun way for parents and children to practice wise financial management
Dear team members,
Dr. Wilfred Wong
President of Sands China Ltd.


金沙中國負責任博彩通訊
SANDS CHINA RESPONSIBLE GAMING NEWSLETTER
Edition nº 009 August 2022
金沙中國負責任博彩親子活動系列 - 「精叻小廚神」
SCL Responsible Gaming Parent-child Event Series – "Little Master Chefs"
Dear Team Members,
Dr. Wilfred Wong
President of Sands China Ltd.


金沙中國負責任博彩通訊
SANDS CHINA RESPONSIBLE GAMING NEWSLETTER
Edition nº 008 April 2022
連續十七年捐款支持本地社會服務機構
17th year of annual RG donation initiative
舉辦有獎問答遊戲　推廣負責任博彩
Responsible Gaming Knowledge Prize Quiz
Dear Team Members,
Dr. Wilfred Wong
President of Sands China Ltd.


金沙中國負責任博彩通訊
SANDS CHINA RESPONSIBLE GAMING NEWSLETTER
Edition nº 010 December 2022
金沙中國負責任博彩親子活動系列 - 「小小理財師闖關水動樂」
SCL Responsible Gaming Parent-child Event Series – "Water Fight Game for Little Financial Planners"
Dear Team Members,
Dr. Wilfred Wong
President of Sands China Ltd.

鞏固大使知識　提供適切援助

Consolidating Responsible Gaming Ambassadors' Knowledge to Facilitate Effective Assistance



為鞏固員工的負責任博彩知識，讓他們能互相支援，並為家人及賓客提供協助，金沙中國邀請澳門義務青年會舉辦「負責任博彩知多D」培訓課程；約 150 名負責任博彩大使參與活動。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、負責任博彩資訊亭及資訊站的使用及實踐操作（包括如何在資訊亭及資訊站辦理「自我隔離」申請）、負責任博彩八大認知和行為、賭博成癮的風險等課題，以及分享有關負責任博彩的最新資訊。



To consolidate team members' responsible gaming knowledge, enable them to support each other, and assist their families and guests, Sands China invited the Youth Volunteers Association of Macao to run "Knowing More About Responsible Gaming" training courses, which attracted participation from around 150 of Sands China's Responsible Gaming Ambassadors. The training courses covered points to note and channels for applying "self-exclusion" and "third-party exclusion," usage and hands-on practice of Responsible Gaming Kiosks and Stations (including how to use them to apply for "self-exclusion"), the eight preferred attitudes and behaviors of responsible gaming and the risks of gambling addiction, and shared the latest information on responsible gaming.

促進親子互動　建立理財觀念
Promoting Parent-Child Interaction and Helping Children Develop Financial Concepts

作為負責任的企業，金沙中國相信向年青一代推廣健康正向的生活方式，對社會的可持續發展至關重要。為此，我們於 2022 年推出五個饒富趣味的互動工作坊，旨在增進親子溝通、鼓勵小朋友發展財務管理的意識，並提高家庭對負責任博彩的認知，促進家庭和諧與親子關係，務求將負責任博彩的理念宣傳至社區每一個角落。五個工作坊共吸引逾 270 人參與。

As a responsible enterprise, Sands China believes that promoting a healthy lifestyle among the younger generation is critical to sustaining a healthy society. To this end, we launched five interesting and interactive workshops in 2022, with the aim of enhancing parent-child communication, encouraging children to develop awareness of financial management, increasing families' knowledge of responsible gaming, and fostering harmonious parent-child and family relationships – thus spreading the concept of responsible gaming to every corner of the community. The five workshops attracted a total of over 270 participants.

- 家裡有「理」更出色：一眾參加者透過親子互動合作完成一幅大型畫作，以輕鬆方法體會到家庭和諧的重要性；同場亦有桌遊活動，幫助大家以遊戲方式建立正確的理財觀念。

  "Plan with Color" Fun Painting: Parents and children jointly completed a large painting and experienced the importance of family harmony in a relaxing way. Board games were also played during the workshops to help participants develop wise financial concepts through play.

- 精叻小廚神：參與工作坊的小朋友獲發玩具錢幣，並在其父母的指導下思考應把預算用於完成裝飾紙杯蛋糕的任務上，抑或用於購買玩具及零食；活動旨在加強親子關係，以及教導小朋友正確的理財概念。

  Little Master Chef: Children participating in the workshops were provided with toy coins and decided, with their parents' guidance, whether to spend them on completing the task of decorating cupcakes or on buying toys and snacks. The activity was aimed at strengthening parent-child relationships and helping children develop wise financial management concepts.



- 小小理財師闖關水動樂：參加者需要完成關卡任務，以換取水槍進行水槍大戰；他們在遊戲過程中促進了家庭團結共融，同時學習正確的理財價值觀及汲取負責任博彩的資訊。

  Water Fight Game for Little Financial Planners: Participants needed to complete multiple tasks before receiving a water gun for a water gun fight. While nurturing family solidarity and harmony, the game also helped participants learn wise financial concepts and gain information about responsible gaming.





- 與「理」同樂：以親子互動遊戲的形式，生動地介紹儲蓄、消費和捐獻等基本的理財觀念，讓參與者從中了解理財的重要性及培養良好的理財習慣，同時推廣負責任博彩，促進家庭團結共融。

  Have Fun with Planning: A lively introduction to basic financial management methods, such as saving, spending and donations, was given through parent-child interactive games, allowing participants to learn about the importance of financial management and develop good financial habits, thereby promoting responsible gaming and family solidarity and harmony.



- 理財創作小兵團：設立模擬攤位，供參與者選擇購買材料完成製作相框的任務，抑或購買零食，從中了解正確理財觀念和汲取負責任博彩知識，促進家庭團結共融。

  Little Financial Management Unit: Booths were set up for participants to choose to either buy materials needed for completing the task of making photo frames or buy snacks, thus helping them learn wise financial concepts and responsible gaming knowledge while also fostering solidarity and harmony in the family.



拜訪本澳社會服務機構
Visiting Local Social Service Organizations

金沙中國負責任博彩團隊在博彩娛樂場賭桌部營運及效益優化高級副總裁高博賢的率領下，於九月份拜訪了本澳四家社會服務機構：澳門義務青年會、澳門基督教青年會、澳門博彩業職工之家綜合服務中心及聖公會澳門社會服務處，並向他們介紹公司的負責任博彩推廣活動。此外，金沙中國代表團亦參觀各社服機構的設施，了解他們在疫情期間的服務狀況，並交流合作心得，增進雙方的了解。



Led by Andy Kobel, senior vice president of table games and gaming optimization, Sands China's responsible gaming team visited four local social service organizations in September and gave them an introduction to the company's responsible gaming activities. The organizations visited were the Youth Volunteers Association of Macao, Young Men's Christian Association of Macau, Macao Gaming Industry Employees Home Integrated Service Centre, and Sheng Kung Hui Macau Social Services Coordination Office. The Sands China delegation also visited the organizations' facilities, learned about their services during the pandemic, and exchanged insights on mutual cooperation in a bid to deepen mutual understanding.



面向社區深化推廣
Stepping up Promotional Efforts Across the Community





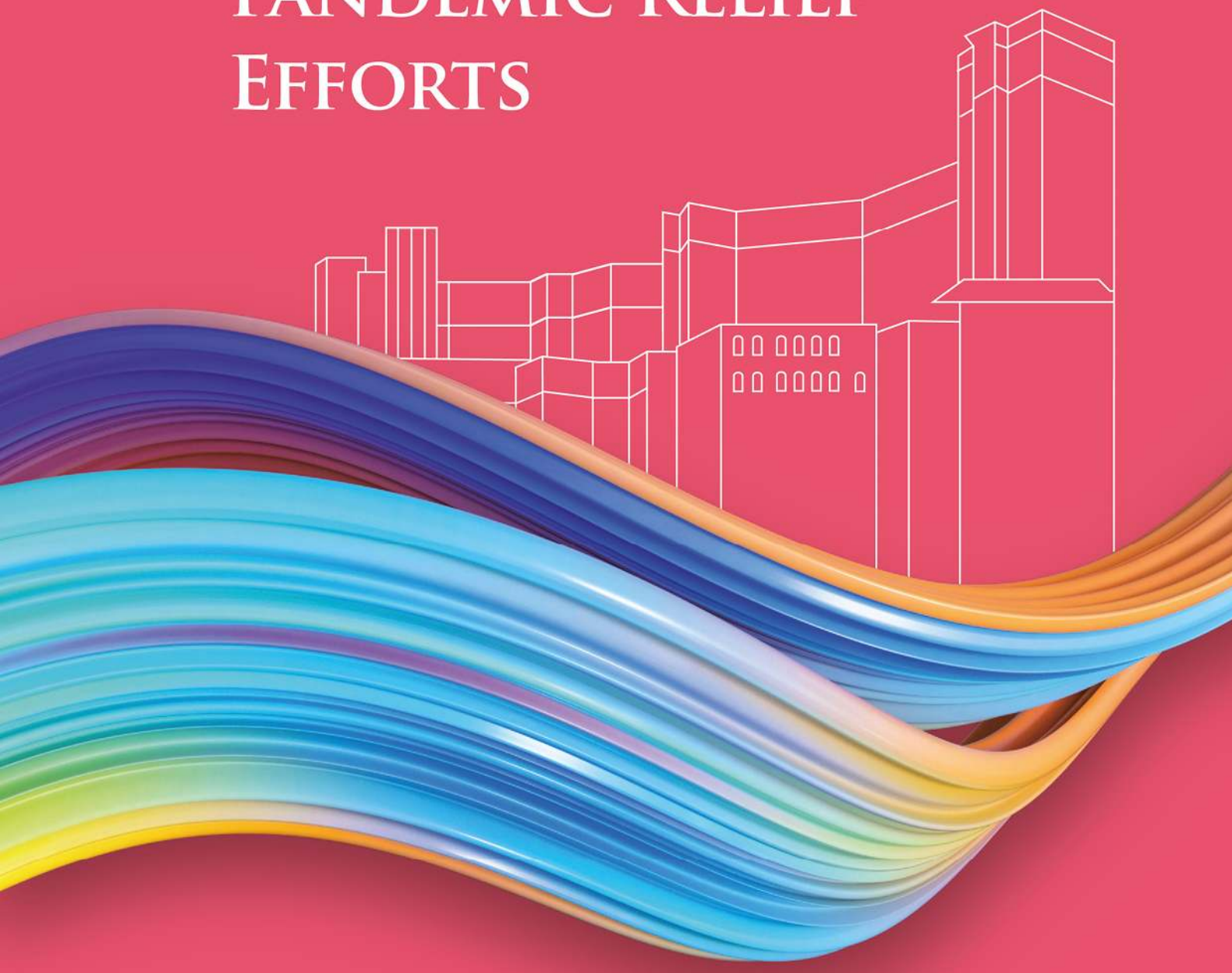


金沙中國負責任博彩大使於九月及十月份參加了由澳門博彩業職工之家於大三巴牌坊、大堂前地、筷子基、嘉路米耶圓形地（三盞燈）及氹仔花城等地舉辦的「博彩業界負責任博彩推廣日」和「走過困惑的這些年」賭博失調預防宣傳活動。四天的路演旨在協助旅客及大眾了解沉迷賭博的負面影響，引導有需要人士尋求幫助並進行輔導，共吸引逾3,300人士參與。

In September and October, Sands China's Responsible Gaming Ambassadors participated in the "Gaming Industry Responsible Gaming Promotion Day" and "Through the Years of Perplexity," two promotional activities on gambling disorder prevention held by the Macao Gaming Industry Employees Home at the Ruins of St. Paul's, Cathedral Square, Fai Chi Kei, Rotunda de Carlos da Maia, and Flower City Park in Taipa. The four-day roadshow was held to help tourists and residents learn about the negative impact of gambling addiction and guide people in need to seek help and counseling. The roadshow recorded over 3,300 participants.

同心抗疫

PANDEMIC RELIEF EFFORTS



全心奉獻攜手抗疫　風雨過後終見彩虹

DEDICATED ANTI-PANDEMIC EFFORTS LEAD US TO SEE THE RAINBOW THROUGH THE RAIN



全心奉獻攜手抗疫　風雨過後終見彩虹

Dedicated Anti-pandemic Efforts Lead Us to See the Rainbow Through the Rain

自 2020 年初起，全球飽受新冠疫情衝擊，經濟和民生等各方面發展均遭受重創。2022 年初，澳門繼續受疫情困擾，出現零星個案，鄰近地區疫情亦見反覆。六月至七月期間更爆發大規模社區感染，澳門各界面對前所未有的壓力。經過 35 日的努力，在特區政府和社會各界的共同努力下，疫情終於受控。隨著疫情逐漸趨緩，本澳十二月起跟隨國家政策逐步放寬防疫政策，三年抗疫迎來復常曙光。

金沙中國作為根植澳門二十年的綜合旅遊休閒企業，與這座城市休戚與共。在這不平凡的一年，我們一如既往堅守初心使命，除了嚴格遵守特區政府的防疫指引外，更積極投放資源配合各項疫情防控工作，包括持續**鼓勵員工及其家人自願接種疫苗**、透過**捐贈物資**支援澳門社區，並提供澳門喜來登大酒店和澳門巴黎人酒店用作**隔離醫學觀察酒店**。此外，在抗疫的關鍵時刻，我們全力支援特區政府開展的**核酸檢測**，與社會各界上下一心，共同肩負起守護澳門的重責。自 2020 年疫情出現至 2022 年底，金沙中國員工合計貢獻逾 750 萬小時服務時數，支援本地社區防疫工作。





The world had been plagued by COVID-19 since early 2020 and it wreaked havoc in many ways, including in the economy and daily life. In early 2022, Macao continued to suffer from the pandemic due to sporadic cases, and adjacent regions also saw repeated outbreaks. Due to Macao's large-scale community infections from June to July, all sectors of Macao society were confronted with unprecedented pressure, but the epidemic was finally brought under control after 35 days of concerted efforts from the SAR government and the community. As the pandemic gradually eased, the city followed the country's policy to gradually relax its pandemic prevention policies starting in December, and we were finally able to see the slow return to normal after three years of fighting against the virus.

As an integrated resort operator rooted in Macao for two decades, Sands China has shared in the city's joys and sorrows. During the unusual year of 2022 we continued to press forward and, in addition to strictly following the anti-pandemic guidelines of the SAR government, we also proactively allocated resources to various pandemic relief efforts, including continuously **encouraging our team members and their families** to voluntarily get vaccinated, providing support to the local community through the **donation of supplies**, and offering the use of Sheraton Grand Macao and The Parisian Macao as **medical observation hotels**. Moreover, during the critical period of anti-pandemic efforts, we fully supported the Macao SAR Government in carrying out **nucleic acid tests (NAT)**, working with all sectors of society to safeguard Macao together. From the onset of the pandemic in 2020 to late 2022, Sands China team members supported local pandemic relief with a total of 7.5 million service hours.





加強社區防疫意識及應變能力
Enhancing the Community's Pandemic Awareness and Emergency Response

為進一步助力本澳社區抗疫工作，並加強應對颱風等緊急情況的準備措施，金沙中國六月期間再度與澳門紅十字會合作開展金沙關懷防疫防災社區推廣及應急包項目。活動包括：

To further assist the local community in its fight against the pandemic and strengthen preparatory measures for typhoons and other emergencies, Sands China once again collaborated with Macau Red Cross in June to launch a disaster preparation, pandemic response, and emergency typhoon response kit program, which included:

製作及派發防疫颱風應急包
Emergency typhoon response kit assembly and distribution

金沙中國關懷大使製作共 800 份防疫颱風發應急，並協助派發予行動不便的長者。今年是金沙中國第四年支持澳門紅十字會的應急包舉措，至今共 2,900 戶有需要家庭受惠。為配合特區政府的防疫工作，應急包內新增快速抗原測試包，為防止病毒於社區傳播起了關鍵作用。

Sands Cares Ambassadors assembled 800 emergency typhoon response kits and distributed them to elders with reduced mobility. It was the fourth year of Sands China supporting the emergency response kit initiative of Macau Red Cross, which has benefited 2,900 families in need to date. In cooperation with the SAR government's anti-pandemic work, rapid antigen test (RAT) kits were added to the response kits, playing a critical role in preventing virus transmission in the local community.





民防講座
Community seminar

為了提高本澳社區對防疫防災的認知，金沙中國為合共約 100 名澳門街坊會聯合總會及澳門明愛的會員舉辦民防講座，內容涵蓋居家防災、緊急避險、準確獲取避險消息的渠道、防疫措施以及快速抗原測試包的使用方法等，並從過往災害中總結有用經驗，提高居民防範意識。

To raise the local community's knowledge of pandemic and disaster preparedness and response, Sands China held a community seminar for around 100 members of the General Union of Neighborhood Associations of Macau and Caritas Macau, which covered content such as disaster preparation at home, how to shelter during an emergency, sources of accurate emergency information, pandemic response measures, how to use rapid antigen test kits, and a summary of useful experiences from previous disasters to raise residents' prevention and response awareness.



全新線上互動遊戲
New online quiz game

首度推出線上互動問答遊戲「金沙關懷呈獻：防疫防災你要知」，利用線上宣傳提高大眾對防疫防災的意識，從中了解更多實用資訊。參加者透過金沙關懷微信公眾號參與問答遊戲，正確回答問題即可參加大抽獎，贏取豐富獎品。

We launched the online quiz game "Sands Cares Presents: What you need to know about epidemic and disaster prevention," using online publicity to raise public awareness and allow them to learn more useful information. Those who joined the quiz game through the Sands Cares WeChat account and gave correct answers were entered into a lucky draw to win fabulous prizes.

提供糧食援助　紓緩基層壓力
Providing Food Support to Ease Pressure on Vulnerable Groups



疫情對基層家庭收入造成嚴重衝擊。為協助保障弱勢群體的基本溫飽，金沙中國員工及關懷大使於五月期間合力製作 2,600 個食物福袋，為本澳社區有需要人士提供糧食援助。是次活動所製作的福袋總重量達 24 噸，每個備有 18 件糧油食品，由澳門明愛派發予社區有需要人士，包括經濟困難戶、受疫情影響而收入減少的家庭等。金沙中國關懷大使除了參與福袋製作外，亦親自向一眾樓梯戶（主要為長者）送上食物福袋。除了與澳門明愛合作製作食物福袋外，公司亦將過剩的麵包捐贈予本澳環保團體 Macau ECOnscious，以支持其「澳門社區冰箱」項目。

The pandemic had a severe impact on the earnings of low-income families. To safeguard the basic survival of vulnerable populations, Sands China team members and Sands Cares Ambassadors jointly assembled 2,600 food kits in May to provide food support for local people in need. With each kit containing a total of 18 food items, all the completed kits, which weighed 24 tons in total, were distributed to people in need by Caritas Macau, including financially disadvantaged families and families dealing with pandemic pay cuts. In addition to assembling the food kits, Sands Cares Ambassadors also handed them out to many households in buildings without elevators (mainly elderly households). Moreover, our company donated surplus bread to local green organization Macau ECOnscious to support its Macau Community Fridge initiative.



鼓勵接種疫苗　加強健康保護
Encouraging Vaccination to Enhance Health Protection

為鼓勵員工及其家人踴躍接種新冠疫苗，金沙中國推出多項相關友善措施，包括三月向員工推出**疫苗接種特別假期**，以便他們有充足的時間陪伴子女及父母接種疫苗。凡於 3 月 7 日至 6 月 1 日期間，陪同未滿 18 歲的子女及年滿 65 歲或以上的父母接種新冠疫苗的團隊成員，可獲給予額外的有薪假期。

To encourage team members and their families to get vaccinated against COVID-19, Sands China rolled out a range of measures, including offering **Family Vaccine Leave** in March for team members to accompany their children and parents to be vaccinated. From March 7 to June 1, team members who accompanied their children aged under 18 or parents aged 65 or above to get vaccinated were eligible for extra paid leave.





金沙中國於 3 月 3 日至 4 日在澳門威尼斯人舉行**「兒童及長者接種新冠疫苗」講座**，邀請澳門大學健康科學院公共衛生及醫藥管理系助理教授吳靄琳藥師為員工講解有關這兩類特定組別人士接種疫苗的重要性，釋除對家人接種疫苗的疑慮，藉此進一步助力澳門提升疫苗接種率。兩場講座吸引逾 420 人參與。

Sands China also ran **"COVID-19 Vaccination Among Children and Elderly" seminars** at The Venetian Macao on March 3 and 4, where Carolina Ung, assistant professor from the Department of Public Health and Medical Administration of the Faculty of Health Sciences at the University of Macau explained the importance of COVID-19 vaccination for those two target groups, so as to dispel their concerns over vaccination for their families and further help boost Macao's overall vaccination rate. The two seminars attracted more than 420 participants.

此外，金沙中國亦於 2022 年兩次在澳門威尼斯人設立新冠疫苗**外展接種專場**，鼓勵及方便員工及家人接種新冠疫苗。截至 2022 年 12 月 31 日，全體員工的疫苗接種率為 97%。

Furthermore, Sands China organized two rounds of COVID-19 group vaccination sessions at The Venetian Macao in 2022 to encourage and facilitate team members and their families to get vaccinated. As of December 31, 2022, the overall vaccination rate of the company was 97%.

全力支援核酸檢測
Lending Full Support to Nucleic Acid Testing

2022 年 6 月中，澳門出現多宗不明源頭及流入社區的確診感染個案；11 月亦新增數宗輸入性相關病例。當局針對有關情況宣佈推出一系列防控措施，分別展開多輪針對全民、重點區域和人群的核酸檢測計劃。為支持及配合有關計劃，金沙中國再度提供澳門威尼斯人金光會展 A、B、C 館以及大運河街五樓作為檢測場地，同時動員公司員工堅守抗疫前線，支援公司內外包括澳門中葡職業技術學校體育館、聖公會氹仔青少年及家庭綜合服務中心以及健康生活教育園地等核檢站的運作，主動為社區貢獻力量。

Macao saw multiple community infection cases with unknown sources in mid-June 2022 and several imported cases in November. The government therefore rolled out a series of epidemic response and prevention measures and multiple rounds of nucleic acid testing for the whole city, targeting key areas and groups. To support and coordinate relevant programs, Sands China once again offered Cotai Expo halls A, B, and C as well as the Level 5 of Grand Canal Street at The Venetian Macao as NAT venues, and mobilized team members to contribute to the local community by remaining steadfast at their posts to fight against the pandemic and support the operation of NAT stations both in and outside of the company, including those at the Gymnasium of the Sino-Portuguese Technical Professional School, Sheng Kung Hui Taipa Youth and Family Integrated Service Centre, and Healthy Life Education Centre.

自 2021 年至 2022 年底，金沙中國累計共超過 27,000 人次於核酸檢測場地提供即時支援，包括維持秩序、協助登記、分發物資及處理查詢等，並照顧及支援長者、殘疾人士等需要特別協助的人士；所有協助核檢工作的員工皆獲公司派發防疫配備，累計服務時數超過 135,000 小時。

From 2021 to late 2022, Sands China volunteers worked more than 27,000 shifts to provide instant support for NAT stations, including maintaining order; assisting with registration; distributing resources; handling enquiries; and looking after and helping the elderly, people with disabilities, and those who needed special assistance. All our team members who assisted at NAT stations contributed a total of 135,000 service hours and received anti-pandemic gear from the company.






澳门威尼斯人


健康生活教育園地
Casa de Educação de Vida Sadia


4
優先專道
3歲以下兒童, 70歲或以上長者,
傷殘人士, 孕婦及
有其他特別需要人士
只限1人陪同
Priority passageway
Children under 3 years old, senior citizens
70 years old or above, disabled, pregnant women
and people with other special needs
Only allowed 1 companion

金沙義工心聲
Words from Sands Volunteers

車洝錤（金光會展核檢站統籌人員之一）
Paulina Pereira Che (coordinator at the Cotai Expo NAT station)



統籌工作中一個較大的挑戰是需要在極短時間內建立檢測站。為此，我們需要時刻與政府部門及公司內部進行協調溝通，同時調配人手在最短的時間內設置場地。與 2021 年第一次全民核酸檢測相比，我們的設置時間從 12 小時銳減至 5 小時，更迅速地為澳門社區提供支援。

One of the big challenges in coordination was to set up the NAT station within an extremely short time, for which we needed to frequently communicate both internally and with government departments while also arranging manpower to set up the venue within the shortest time possible. When compared to the first massive round of nucleic acid testing in 2021, the time we needed for venue setup reduced from 12 hours to 5 hours, enabling us to provide support for the Macao community more rapidly.

麥震鋒（中葡職中核檢站統籌人員之一）
Victor Mac (coordinator at the Sino-Portuguese Technical Professional School NAT station)



十分感恩公司有一個非常優秀的團隊。在發出義工招募短短兩小時內，已收到 300 多名同事即時透過短訊登記，義不容辭為社區伸出援手。一些同事更主動要求連續多日到核酸站工作，務求協助社區盡快回復正常。

I really appreciate that our company has such an excellent team. Within 2 hours of sending out the notice for volunteer recruitment, we received messages from more than 300 colleagues who wanted to register, showing their eagerness to support the community. Some colleagues even offered to work at the NAT station for several consecutive days, hoping to help the community return to normal as soon as possible.

鄧錫東（金光會展核檢站義工）
Deng Xidong (volunteer at the Cotai Expo NAT station)

作為公司一份子，我認為在核檢站支援是我人生中的重要經歷，也是我們保安部的職責所在。從第一輪核酸檢測至今，看到所有醫護人員和同事每日穿著防護衣，汗流浹背，但依然每日堅持為抗疫工作而努力，好想跟大家說聲「謝謝」！



As a team member of the company, I believe that volunteering at the NAT station was an important experience in my life, and it was also our security department's responsibility. Since the first round of testing, I have witnessed all the medical workers and our colleagues unwaveringly dedicate themselves to anti-pandemic efforts every day despite being soaked with sweat in their protective gear. I would like to say "thank you" to everyone!

陳玉婷（中葡職中核檢站義工）
Ada Chan (volunteer at the Sino-Portuguese Technical Professional School NAT station)

當初得知核檢站欠缺人手，考慮到自己家中沒有小孩的壓力，便希望略盡綿力支援檢測工作。剛開始時體育館內的冷氣設備發生故障，室內越來越悶焗。有天工作期間冷氣突然變好了，原來公司安排了我們設施管理部的同事來幫忙維修，那一刻太驚嘆公司同事一呼百應，齊心支援社區的力量了！



After learning about the manpower shortage at the NAT station, as I wasn't burdened with children, I hoped to do my part for the testing efforts. In the beginning, the room became increasingly stuffy due to a malfunction of the air conditioners in the gymnasium. Then one day, the air conditioners suddenly returned to normal, and I later found that they had been repaired by colleagues from our facilities management department, which made me marvel at our colleagues' concerted efforts to support the community.

醫學觀察酒店
Medical Observation Hotels

自 2020 年 3 月起，金沙中國先後九次提供澳門喜來登大酒店用作隔離醫學觀察酒店；並於 2022 年 6 月澳門新一輪疫情中提供澳門巴黎人酒店作同樣用途，兩間酒店於疫情高峰期共有逾 6,000 間客房投入服務，以舒緩當時緊張的需求，同時支持澳門特別行政區政府的抗疫工作；員工於酒店閉環工作的總時數接近 740 萬小時。



Sands China offered Sheraton Grand Macao to be used as a medical observation hotel on nine occasions since March 2020 and offered The Parisian Macao for the same purpose in June 2022 when the city suffered a new round of COVID-19 outbreaks. The two hotels provided a total of over 6,000 guest rooms at the peak of the pandemic to alleviate urgent demand and support the Macao SAR Government's anti-pandemic efforts. Our team members worked under closed-circuit management at the hotels for a combined total of nearly 7.4 million hours.



相關數據（03/2020 - 07/2022）



1,065,161

為客人提供正餐數量
Meals served to our guests



119,726 公斤 / kg

食用蔬菜
Vegetables



360,260

雞蛋
Eggs



30,166

接待賓客數量
Guests we welcomed



107,734 公斤 / kg

水果
Fruit



277,307

入住總房晚
Total room nights


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