

方 遊的時候,人們總是用照片記下如畫風光,或是購買各式紀念品, 誰又會在旅途上,留意並嘗試去了解當地的民生?有社會企業的創 辦人,於旅途後萌生創立社企的念頭,冀能透過推動「公平貿易」,真正 幫助不同地方的貧窮婦女自力更生。

該社企創辦人兩年半前在好奇心驅使下到不丹旅遊,並結識了當地 的農村婦女 Karma,打算為她添置一部衣車,好讓她能造些衣飾幫補家 計。然而,她沒有接受這份「禮物」,決心憑自己去賺錢。這位有心人便 請 Karma 編織圍巾,再為她轉售。簡單的照片剛被發放到網絡上,便售 出了超過 40 條圍巾。而在四個月內,更收到了超過 1000 張訂單,驅使 她成立一間以「公平貿易」為原則的社企。

「公平貿易」沒有中間人的參與,目的是減少貿易過程中對生產者的 層層剝削,保障發展中國家的工人有合理的工作環境與回報。這項運作方 式不但令婦女們得到了更高的收入,協助婦女改善生活,最重要的是讓她 們感到自己被重視,從而開始建立自信,為社區帶來貢獻。近年來,不少 在香港的知名國際連鎖商店亦開始售賣公平貿易貨品。「公平貿易」在香 港已經逐步取得了良好的社會及經濟效益。

該社企指出,這些受惠於「公平貿易」原則下的婦女,一方面積極 參與工作坊,增值自己;另一方面亦積極參與公司運作,包括決定利潤該 如何分配,有婦女更被選中成為公司於不丹的行政總裁,參與產品研發, 甚至有機會在其他婦女面前分享自己的經歷。而該社企更於2016年成立 信託基金,為婦女們提供生活的保障。在首條圍巾售出的18個月後,婦 女們共同賺取的利潤已等同於不丹低收入家庭34年的總收入。

除了婦女們,她們的孩子也同樣受惠。他們不再為學費而苦惱,更 有機會學習攝影,以相機作媒介,向外界展示他們眼中的世界。不丹兒童 們的攝影作品,將在今年夏天於香港和倫敦被展出。









德蘭修女曾説:「我們無法在世界上做甚麼偉大的事,但我們可以 帶著偉大的愛去做一些微小的事。」下次旅遊的時候,不妨多加留意一下 腳下的社區,嘗試為當地有需要的人帶來一點小改變吧!

Some take photos, others buy souvenirs to take home from a holiday. Who would take home a social enterprise? After the journey to Bhutan, a social enterprise established for a group of poor, illiterate weavers.

The founder of the social enterprise travelled to Bhutan two and a half years ago. There, she met Karma, a housewife from a village who, although uneducated, was a skilled weaver. She offered Karma US\$200 so that she could buy a sewing machine and start a home business. However, Karma would not accept the gift: she wanted to earn the money herself. They eventually came up with an idea: Karma would weave scarves for sale.

The day they posted the first photos of the colourful handmade scarves on Facebook, they sold more than 40 pieces; in two weeks they had moved 100; in less than 16 weeks, 1,000 scarves. The positive feedback urged the establishment of the enterprise.

One of the reasons why the social enterprise is receiving international attention is because they follow strictly the principles of fair trade. Fair Trade minimizes the exploitation of producers. It provides a safe workplace for workers in developing countries and ensures a fair return for their labor. With no middle men, the women weavers can enjoy a bigger share of the proceeds, which motivates them to take ownership of the business. They are encouraged to participate in major business decisions, including distribution of the profits. Fair trade is not just about paying fairly. Most importantly, the women feel great about themselves because their talent is recognised and valued. They are eager to learn more skills like basic computer skills to help grow their business and investing in community development programmes for educating children.

The weavers, who previously had low self-esteem, are becoming more confident as they enjoy the appreciation from their husbands and their families, even their communities. One of the beneficiaries even became the CEO in Bhutan, in charge of training new weavers and new product development. She is also giving talks to other women from her same background to inspire them to rise to their full potential. Within 18 months from the sale of the first scarf, the weavers had collectively earned the equivalent of 34 years of income for a low-income Bhutanese family. In addition, the enterprise set up a Trust Fund in mid-2016 to help secure their future.

Apart from benefitting the community of weavers in Bhutan, the children of these weavers are also direct beneficiaries. With the proceeds, funds went into financial literacy programmes and photography workshops for children all over Bhutan. More than 500 schoolchildren have taken financial literacy classes and 80 children have since learnt photography skills, using digital cameras sponsored by customers of Ana by Karma. A photo exhibition with the theme "Happiness through the eyes of Bhutanese Children" is planned for Hong Kong, London and Bhutan this summer.

"Not all of us can do great things, but all of us can do small things with great love." quoted by Mother Teresa. The social enterprise which started with a small act of kindness is now sustained by great love. Fair trade is an example of "great love".

So the next time you go on holiday, consider doing something small for the community at your destination. Who knows, you may also bring home a social enterprise.

Ana by Karma 社企簡介



「Ana by Karma」為致力 幫助不丹貧窮婦女的社會 企業,創辦人湯笑娟女士 利用工餘時間,成立該社 會企業,希望可以為當地 從事紡織的婦女和她們的 孩子帶來希望和歡樂。她 不曾想過改變世界,卻希 望繼續帶著對不丹婦女的 愛,運作下去。

A social enterprise established for a group of poor, illiterate weavers in Bhutan.The founder, Quin Thong, starts the enterprise to bring hope and joy to the weavers and their families.

資料及相片提供:Ana by Karma Data and photos provided by:Ana by Karma 電郵 Email:hope@anabykarma.com 網頁 Website:www.anabykarma.com Facebook:www.facebook.com/ana.kids.photography

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珠寶集團運用物聯網 推行物流自動化 助內銷發展

HK Jeweller Drives Mainland Sales with IoT-enabled Logistics Automation





▶ 地人民生活水平不斷提升,對高價消費品如珠寶首飾等需求殷切。 為滿足市場需要,周大福珠寶集團內地銷售點在 2016 年增加至 二千多家。配合業務急速發展,集團需要更準確、快捷地向各省市銷售點 付運商品,將物流及配貨流程自動化是不二之選的業務策略。

周大福順德物流及配貨中心負責支援其內地銷售點的補貨,每天平 均補貨量多達六萬件。生產力局獲周大福委託提供顧問服務,為其順德生 產基地度身設計自動化產品存取配送系統。同時,因應自動化的技術要 求,生產力局與周大福項目團隊共同設計和研發新的作業流程,並按照不 同省市銷售點的配貨模式、營業時間、員工人數,對配套包裝發貨的要求 等,制訂不同的操作模式。

順德物流及配貨中心配備自動倉庫系統,廣泛應用物聯網及單品級 RFID (item-level) 掃描技術,使每件貨品都可追溯其狀態及位置,有效地 監控庫存,確保所有進出倉庫的貨品數目與電腦記錄完全吻合。在開發過 程中,團隊克服許多挑戰,例如準確地讀取大量細小的珠寶首飾。此項目 全面提升貨品進出倉庫及配貨自動化的效率,有助加快貨品入庫上架、分 揀、包裝及出貨的流程,同時亦能為貨品提供實時保安監控,對珠寶業尤 其重要。

除提供顧問服務,生產力局亦為周大福開發自動化設備系統,包括

23 台 RFID Chamber、預上架系統及珠寶證書機械人系統,以配合自動物流及配貨中心的運作需要。此項目榮獲 2016 香港工商業獎之「生產力及品質大獎」,亦獲 2016 亞太資訊及通訊科技大獎(「APICTA 大獎」) 零售及供應鏈管理組別之優異獎。

Rising standard of living in the Mainland has induced higher demand for high-end products such as jewellery. To meet such demand, Chow Tai Fook Jewellery Group has opened more points of sale (POS) in the Mainland, reaching over 2,000 in 2016. In light of its rapid expansion, the company needs to deliver the goods to these outlets spanning various provinces and municipalities more precisely and efficiently. Automation of the logistics and distribution process offers the best solution.

Chow Tai Fook's logistics and distribution centre at Shunde, Guangdong, supports the stock replenishment of its POS in the Mainland, handling about 60,000 items on average each day. The Hong Kong Productivity Council (HKPC) was commissioned by the jewellery chain to provide consultancy services to tailor-made an automated storage and distribution system for its plant at Shunde. Taking into account the technical requirements of automation, HKPC and Chow Tai Fook also jointly designed and developed a new work flow and specific operating models in accordance with the distribution models, business hours, number of staff, goods packing and issuance requirements of POS in different provinces and municipalities.

Equipped with an automated warehousing system, the logistics and distribution centre at Shunde extensively applies the Internet of Things (IoT) and item-level RFID technology to keep track of the status and location of each product for effective inventory monitoring, ensuring the inventory movements match with computer records.

During development, the project team has overcome various challenges such as reading the data accurately from large amount of tiny jewellery pieces. Upon completion, the project has enhanced the overall efficiency of stock movements in the warehouse and distribution automation. It also streamlined the storing, sorting, packing and delivery processes, enabled real-time security surveillance, especially important for the jewellery industry.

On top of consultancy services, HKPC also developed an automated system for Chow Tai Fook, which includes 23 RFID chambers, a pre-shelving system and a jewellery certificate robotic system, to support the operational needs of the automated logistics and distribution centre. The project won the Grand Award of

the Productivity and Quality category of the 2016 Hong Kong Awards for Industries as well as the Merit Award of the Retail and Supply Chain category of the Asia Pacific ICT Alliance Awards 2016.



資料及圖片提供:香港生產力促進局 Information and photos provided by : Hong Kong Productivity Council 查詢電話:2788 5555,電郵:service@hkpc.org Enquiry Hotline : 2788 5555, email: service@hkpc.org



拼搏創新 紙品印刷業翹楚 馬偉武會董

Outstanding Leader in Paper and Printing Industry with Hard Work and Innovation Mr Ma Wai Mo, General Committee Member



不少企業家於少年時 期,也經歷過一段奮 鬥打拼的艱苦歲月,最後 才能捱出頭來。本會馬偉 武會董,正正就是紅褲子 出身,憑實力向上爬,最 後創立「力嘉國際集團」。 集團現時已成為包裝印刷 界的龍頭企業,業務遍及 全球 20 多個國家和地區, 成就得來不易。

馬偉武會董出生於廣 東潮陽和平鎮一個普通的

農民家庭。十三歲時,母親帶著他及弟弟一同來到香港與生活也很 拮据的父親團聚,當時生活過得十分清貧,馬氏當過洗碗雜工,後 來輾轉當上紙品廠學徒。馬氏抓緊機會,付出比別人更多的努力, 由於表現出色,很快就被老闆提升為廠長,隨後更自己創業,於 1970年創辦了「力嘉紙品公司」。乘改革開放的東風,1986年馬 氏在深圳橫崗成立了「力嘉紙品有限公司」。隨著發展規模越來越 大,馬氏更在1994年成立了「力嘉國際集團」,並在其後的近20 年裡先後建立了華南城印刷紙品包裝交易中心、力嘉創意文化產業 園和力嘉(東莞)環保包裝印刷現代化產業園。

談到成功之道,馬氏認為要做到四點:第一是要拼搏,「力 不到不為財,還要精神可嘉」,這也是「力嘉」這個名字的由來; 第二是誠信,這是企業成功的基石;第三是要有市場的前瞻意識和 企業的創新意念;第四是擁有良好的體格和健康的心態。在員工管 理上,馬氏崇尚「以人為本」的管理理念,做到尊重人才、關愛人 才、培養人才,並不斷引進人才,知人善用,他認為人才是推動企 業發展的不竭動力。

目前國內外經濟不景氣,許多企業經營困難,面臨著訂單驟 減、消費後勁不足、生產和用工成本上升以及人民幣貶值(特別是 出口企業)等多重因素困擾,馬氏建議政府再進一步幫助企業拓寬 業務銷售管道,如積極幫助企業搭建展覽推廣和電子商務平臺,並 多方位幫助企業升級轉型,進一步減輕企業負擔。 作為本會會董,馬氏一直致力推動及拓展行業發展,致力「立 足企業,推動行業,發展產業」。2011年,馬氏在深圳創建了力 嘉創意文化產業園,園區經過五年多的發展,成績斐然一現已榮 獲"印刷產業示範基地"、"全國科普教育基地"、"深圳市文化 創意園區"及"龍崗區十大創新產業園區等多項榮譽稱號,並連續 五屆被認定為中國(深圳)文博會分會場。園區現在不但成為深圳 及周邊地區的產業鏈平臺,而且成功實現了力嘉升級轉型的夢想, 並為整個行業的升級轉型探索出一條新道路。

對於有著近47年發展歷程的力嘉來說,追求永無止境。目前, 創建於中國環保包裝名鎮東莞橋頭的力嘉(東莞)包裝印刷產業園 已處於試營、招商階段。園區不但具有原輔材料、產品設計、生產 加工、印刷包裝、交易市場等一條龍服務功能,而且還設有「環保 包裝創意文化設計中心」、「環保包裝技術成果轉化孵化中心」、 「環保包裝印刷技術研究中心」和「環保包裝產品展示與交易中心」 四大功能中心。通過這些園區服務功能,實現行業資源整合,從而 可滿足成熟大型企業的資源需求,也為中小微型企業搭建了完善的 創業孵化平臺。馬氏想借這些平臺,為行業發展作出更大的貢獻。

馬氏熱愛工作,餘暇則喜歡游泳、健身及打高爾夫,以保持 健康身體。馬氏一年四季堅持游泳,認為可有效鍛練身體和舒緩工 作壓力。



"力嘉紙品"康寧道舊址





Many entrepreneurs experienced struggles and hardship in their early youth before achieving succeed. Mr Ma Wai Mo, our General Committee Member, started his career from grass-roots level and with his perseverance and strength, finally established "Luk Ka International Limited". The Company has now become the leading packaging and printing enterprise in the industry with its business spreading through more than 20 countries and regions all over the world.

Ma was born in an ordinary farming family from Heping Zhen, Chaoyang District, Guangdong Province. When he was thirteen years old, his mother brought him and his little brother to Hong Kong in reuniting with his father who was also living in poverty. Thereupon, the whole family led a disadvantaged life. Ma worked as a cleaning labourer and later became a trainee at a paper factory. During the time, he seized this precious opportunity and paid great effort and due to his outstanding performance, he was rapidly promoted to factory director by his boss. Later on, he initiated his own business and found "Luk Ka Paper Company" in 1970. With the implementation of reformation and opening-up policies by Chinese Government, in 1986, Ma set up "Luk Ka Paper Industrial Ltd." in Henggang, Shenzhen. In 1994, "Luk Ka International Limited" was established as business underwent continued expansion and South China City Paper Printing, Packaging and Trading Center, Luk Ka Creative & Cultural Centre and Luk Ka (Dongguan) Packaging and Printing Modernisation Industrial Park were formed successively in the subsequent two decades.

When it comes to "key to success", to Ma, there are four priorities: First, Hardworking - "be commendable as money doesn't come easy" while the Company name "Luk Ma" originates from this quote; Second, Integrity - the cornerstone of business success; Third, Forward-looking awareness and innovative ideas; and Fourth, Sound and healthy physique and mentality. Regarding staff management, Ma advocates "people-oriented" philosophy and is committed to respecting, cultivating and introducing talents as well as knowing to "get the right personnel for the right job" as he believes talents are the unfailing motivation in promoting the development of enterprises. At present, recession overwhelms the domestic and international economy while many enterprises encounter difficulties resulted from various unfavourable factors such as declined orders, lack of consumption stamina, increasing production and labour costs as well as RMB depreciation (especially for export enterprises). Ma suggests that the government should further assist enterprises in broadening marketing channels by actively building a platform for exhibition promotion and e-commerce and facilitating enterprises to upgrade or transform in allround aspects which further reduces the burden on enterprises.

As one of General Committee Members of CMA, Ma has been endeavoured to promote and expand industrial development aiming at "Getting Enterprises Established, Business Promoted and Industry Developed Flourishingly". In 2011, Ma set up "Luk Ka Creative & Cultural Centre" in Shenzhen. After five years of development, the centre achieved several honorary titles.

Besides, the centre has been recognized as subsidiary venue of China (Shenzhen) Cultural Industries Fair for five consecutive years. It has been performing as an industrial chain platform for Shenzhen and surrounding areas and thereby exploring a new way out for advancement of the entire industry.

With nearly 47 years of development history, "Luk Ka" always pursuits excellence. At present, founded in China's environmental protection packaging town, "Luk Ka (Dongguan) Packaging & Printing Industrial Park" has been in trial stage and welcome for investment. The park has not only included raw materials, product design, production and processing, printing and packaging and trading market one-stop service, four functional centres, including "Green Packaging Creative & Culture Design Centre", "Green Packaging Technology Transformation and Incubator Centre", "Green Packaging Printing Research Centre" and "Green Packaging Exhibition and Trade Centre" are also available in the park. Through resources integration for various services, the park not

only can cater for the resource needs of sophisticated largescaled enterprises, but also provide a comprehensive startup platform for smallscaled enterprises. Ma hopes to make greater contribution to the industrial development by virtue of such platforms.

Ma is passionate about his work while during leisure, he likes swimming, gym and golf so as to maintain good health. He keeps up swimming all year round for training up his body and at the same time easing his working pressure.





香港中華廠商聯合會

The Chinese Manufacturers' Association of Hong Kong

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現代人注重健康,多會選擇標示低糖、少甜等食品。不 過大家可能不知道,食物亦可以"血糖生成指數" (Glycemic index, GI)作分類,即食物提升血糖的能力。

甚麼是血糖生成指數?

用餐後,含碳水化合物的食物被消化吸收並令血糖 升高。儘管人體有自動調控血糖水平的能力,但長期偏 食高 GI 值食品亦會令血糖過高,增加心血管問題和肥胖 的風險,以及令糖尿病患者病情惡化。

早在 80 年代便有人提出計算食品的 GI 值,即將含 碳水化合物 (50 克)的食物與參照食物 (白麵包或葡萄糖) 相比,攝入一定時間後引後起血糖變化的相對能力。一 種食物的 GI 值越高,便代表它越能提升血糖水平 (高 GI 值 > 70;中 GI 值 = 55 - 70;低 GI 值 < 55)。



資料來源: Queensiand Government, 2016 https://www.health.qld.gov.au/nutrition/resources/paeds_gi.pdf 要評估一種食品所引起的血糖水平改變,亦視乎碳 水化合物的攝入量,即所謂"血糖生成負荷"(Glycemic load, GL = GI x 碳水化合物含量 / 100)。

影響食物 GI 值的因素

有研究指食物的 GI 值受到多種因素的影響,包括 食物中直鏈澱粉和支鏈澱粉的比例。以食用米為例,含 "支鏈澱粉"為主的粳米在食用後很易被吸收,可令血 糖水平"速升速降";相反,五穀米含較多"直鏈澱粉", 而且其膳食纖維、蛋白質和脂肪的含量也較高,減慢食 物被吸收,令血糖水平"緩升緩降"。此外,食物的加 工方式、儲存條件、是否含有降血糖物質(如植物多酚) 等亦能影響食物 GI 值的高低。

健康飲食

低 GI 飲食對控制身體血糖水平當然有幫助。不過, 大家也要記住"低 GI 值食品不一定等於健康食品",例 如高脂肪的食品(如朱古力)也可以是低 GI 值。反之, 小量進食高 GI 值食品(如西瓜)亦不會嚴重影響血糖水 平。此外,低 GI 飲食模式下所攝取的總熱量亦要恰當和 保持均衡飲食。

N owadays, people are generally health conscious and prefer food bearing labels "low sugar", "less sweet", etc. On the other hand, you may not know that food can also be classified in accordance with its glycemic index (GI) i.e. ability to raise blood sugar levels after being eaten.

有學者曾調查香港一些傳統食物的 GI 值 (Chen et al., 2010), 結果如下: Scholars have once investigated the GI of selected Chinese traditional foods in Hong Kong (Chen et al., 2010). The findings are shown below:

食物 Food	低 GI 值 (< 55) Low GI (< 55)	中 GI 值 (55 – 70) Medium GI (55 – 70)	高 GI 值 (> 70) High GI (> 70)
叉燒酥 Baked Barbecued Pork Puff	55±8		
揚州炒飯 Fried Rice in Yangzhou-Style			80±6
油炸鬼 Fried Fritter		69	±9
馬拉糕 "Mai-Lai" Cake	61±8		
吞拿魚包 Tuna Fish Bun	46±4		`
荷葉糯米飯 Sticky Rice Wrapped in Lotus Leaf			83±5
糯米卷 Steamed Glutinous Rice Roll			89±8
菠蘿包 "Pineapple" Bun		65±8	
花生醬果醬多士 Jam and Peanut Butter Toast		72±8	
乾炒牛河 Fried Rice Noodles with Sliced Beef		66±7	
蛋撻 Egg Tart	45±3		
齋陽粉 Plain Steamed Vermicelli Roll			90±8
緣豆沙 Green Bean Dessert	54±6		
叉燒包 Barbecue Pork Bun	69±9		±9
紅豆沙 Red Bean Dessert	75±8		±8
月餅 Moon Cakes	56±7		
湯圓 Glutinous Rice Ball	61±10		
龜苓膏 Chinese Herbal Jelly	47±3		
即食奶黃包 Instant Sweet Milky Bun	67±5		±5
星洲炒米 Fried Rice Vermicelli in Singapore-Style	54±6		
鹹肉粽 Salted Meat Rice Dumpling	69±8		±8

資料來源 Source: Chen Y.J., Sun, F.H., Wong, S.H.S., Huang, Y.J. (2010). Glycemic index and glycemic load of selected Chinese traditional foods. World J Gastroenterology 16(12): 1512-1517. https://www.researchgate.net/publication/42442186_Glycemic_index_and_glycemic_load_of_selected_Chinese_traditional_foods

What is GI?

Carbohydrate foods will be digested and absorbed after meal, leading to a rise in blood sugar level. Although human body normally can keep blood glucose level within a suitable level, chronic unbalanced diet of high Gl food can lead to excess sugars in blood. This in turn increases the risk of heart disease & obesity, and worsens the conditions of diabetes patients.

As early as in 1980s, calculation of GI of foods was already proposed. It refers to a comparison of blood glucose response after meal (within a specified period of time) between consumption of a carbohydrate food (containing 50 g available carbohydrate) and a reference food (white bread or glucose). The greater the GI of a food, the faster and higher the rise in blood sugar levels it produces (High GI > 70; Medium GI: 55 – 70; Low GI < 55).

In order to reflect overall glucose response caused by a particular food, the amount of the available carbohydrate intake shall also be considered i.e. Glycemic Load (GL = GI x Carbohydrate Content / 100).

Factors affecting GI of Foods

Studies have reported that GI of a food is determined by different factors, including the ratio of straight-chain starch and highly branched-chain starch in food. Using edible rice as an example, japonica rice with high proportion of branched-chain starch is easily absorbed after meal, leading to blood glucose level up and down rapidly. In contrast, high level of straight-chain starch in five grains mix, along with abundant dietary fibre, protein and lipid, help slow down the absorption rate, leading to blood glucose level up and down slowly. On the other hand, the way of food processing, food storage condition and presence of components that can lower blood glucose level (e.g. plant polyphenol) can also affect GI of foods.

Healthy Eating

No doubt low GI diet can help to control the blood glucose level. However, we should also note that "low GI food is not necessarily a healthy food" e.g. food with high fat content (such as chocolate) can also have a low GI. In contrast, eating small amount of a high GI food (e.g. watermelon) will not adversely affect blood sugar levels. Moreover, total calorie intake under low GI diet must be appropriate in addition to maintaining a balanced diet.





香港中華廠商聯合會

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The Chinese Manufacturers' Association of Llong Kong

廠商會接待來訪機構及活動

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圖 1 廣東省電動車商會代表團訪會 (15/12)

廣東省電動車商會馬東山執行會長(左四)率領代表團 一行3人,於12月15日蒞會訪問,由本會戴澤良副會 長(右四)主持接待。

圖 2 第 3 屆香港公共關係獎 2016 (8/12)

由第3届香港公共關係獎2016 籌備委員會主辦,本會 為支持機構的第3屆香港公共關係獎2016 三條12月8 日假香港總商會舉行。本會副會長吳清煥(右)代表本 會出席,並與演講嘉賓香港鐵路有限公司主席馬時亨教 授(左)合照留念。

圖 3 廠商會與國務院參事室特約研究員曹二寶先生會面 (8/12)

(初12) 國務院參事室特約研究員曹二寶先生(左四)於12月8 日蒞會訪問,由本會李秀恒會長(右四)、徐炳光副會 長(右三)、吳清煥副會長(左三)、戴澤良副會長(右二) 及常務會董等接待。

圖 4 視像招聘會 2016 — 『聘』出未來 (7/12)

圖 + 執條指導 2016 49 [143(1712)] 廠商會聯同懲教署及商界助更生委員會於 12 月 7 日假 鰂魚涌社區會堂舉行「視像招聘會 2016 — 『聘』出未 來」,協助更生人士尋找合適工作。廠商會會長李秀恒 博士(中)>懲教署署長邱子昭(右)及商界助更生委員 會主席何偉權博士(左)—同主持啟動儀式。其他出席 者包括:陳淑玲第一副會長、副會長徐炳光、吳清煥、 吳宏斌、戴澤良,常務會董,會董,行業委員會主席, 會員及企業代表等。

圖 5 2016 菁英論壇開幕典禮 (30/11)

■ 52016 育央調理用兼典幅(50/11) 由香港菁英會主辦,本會為金贊助機構的2016 菁英論 壇開幕典禮已於11月30日假香港會議展覽中心舉行。 本會副會長徐炳光博士(後排左一)代表本會出席為主 禮嘉賓之一,並與香港特別行政區行政長官梁振英(前 排右四)、中聯辦副主任仇鴻(前排左四)、外交部副特 派員佟曉玲(前排右三)及香港菁英會主席盧金榮博士 (前排左三)等合照留念。

6 大連市自由貿易實驗區發展機遇暨香港自由港發展經驗座談會 (25/11)

「大連市自由貿易實驗區發展機遇暨香港自由港發展經 驗座談會」於11月25日假北角海逸君綽酒店舉行,本 會徐炳光副會長(右二)出席活動於會上發言,並與大 連市政府盧林副市長(中)會面。

67 四川德陽(香港)投資推介會暨項目簽約儀式 (24/11)

「四川德陽(香港)投資推介會暨項目簽約儀式」於11 月24日假港島香格里拉酒店舉行,本會吳清煥副會長 (右)出席為主禮嘉賓之一,並與四川德陽市人民政府 馮發貴常務副市長(左)會面。

圖 8 大連北黃海經濟區代表團訪會 (24/11)

▲ ○ 人生心黄海經濟區管委會全大民常務副主任(左五)率 領代表團一行7人於11月24日蒞會訪問,由本會戴澤 良副會長(左六)主持接待。

圖 9 中國建築國際集團代表團訪會 (24/11)

中國建築國際集團總裁辦公室張明總經理(左三)率領 代表團一行 4 人於 11 月 24 日蒞會訪問,由本會鄧燾常 務會董(右三)主持接待。

圖10「第十七次粵港澳主要商會高層圓桌會議」(23/11) 「第十七次粵港澳主要商會高層圓桌會議」於11月23 日假香港中華總商會禮堂舉行。徐炳光副會長(前排右 六)代表本會出席會議並發言。

圖 11 廣州市天河區代表團訪會 (23/11)

廣州市天河區委統戰部謝偉部長(中)率領代表團一行 5人,於11月23日蒞會訪問,由本會戴澤良副會長(右四)主持接待。

圖 12 2015-16 校園學報新聞獎頒獎典禮 (17/11)

由中國日報主辦,本會為贊助機構的2015-16 校園學報 新聞獎頒獎典禮已於11月17日假香港會議展覽中心一 樓演講廳舉行。本會副會長吳清煥(第二排左六)代表 本會出席為頒獎嘉賓之一,並與主禮嘉賓時任財政司司 長曾俊華(第一排中)及其他頒獎嘉賓合照留念。

圖 13 中國致公黨代表團訪會 (17/11)

中國致公黨代表團一行 8人,由蔣作君中央常務副主席 (左四),於 11 月 17 日蒞會訪問,本會李秀恒會長(左 五)、徐炳光副會長(左六)、吳清煥副會長(右五)、吳 宏斌副會長(右四)及戴澤良副會長(右三)接待。

圖 14 內蒙古興安盟·香港經貿合作懇談會 (16/11)

圖 15 2016 年蒙港重點合作項目推介會 (16/11)

「2016 年蒙港重點合作項目推介會」於11月16日假 香港會議展覽中心舉行,本會李秀恒會長(右)出席為 主禮嘉賓之一,並與內蒙古自治區人民政府布小林主席 (左)會面。



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● ① 行業委員會 45

紡織及印染業 鞋履及皮革業 紙品包裝業 印刷業 電子及光學製品業 影音資訊媒體製品業 資訊科技業 藥物業 保健品業 珠寶業 塑膠業 化工業 五金業 雷器業 機電業 食品製造業 傢俬裝飾業 禮品業 文儀體育用品業 玩具業 鐘錶業 汽車零部件業 建造業 環保業 貿易服務業 專業服務業 其他製造業 其他服務業 電鍍環保化工業 服裝及飾品業 餐飲服務業 金融服務業 毛皮加工及製品業 生物科技業 電子商貿業 城市智能化業 動漫及電玩業 零售及批發業 寶石業 寵物業 翡翠玉石業 化妝品業 關鍵性零部件業 三維打印業 船隻製造業

會員刊登《企業雄才》廣告 可享7折優惠

《為了讓會員更加緊貼本會動向及經 濟脈搏,《企業雄才》由3月號起 將變成雙月刊,並以全新設計及更 豐富內容與大家見面。今期專題探 討機械人產業的潛力,亦會專訪海 洋公園行政總裁李繩宗,其他精彩 內容包括:品牌選舉特輯、分析印 尼市場、介紹私人博物館兩依藏等。

《企業雄才》將發送到各大工商機 構、企業、中港政府部門、媒體以 及學術機構。誠邀各會員踴躍訂閲 及刊登廣告。

網上版本:http://www.cma.org.hk/hke 廣告查詢:2542 8675(梁小姐)



廠商會營商致勝系列 — 順德高新自動化科技考察團









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廠商會名人飯堂-史立德副會長











「創新科技署一科技券計劃」講座





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1月會員「樂」Bar - 零售及批發業委員會











會董晚宴











婦女委員會新春團拜暨午宴













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(2) 9 款指定商業文件 : \$210 (原價 240) www.CMA.org.hk/co



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重視女工管理關懷 構建和諧勞資關係

Valuing Female Employees via Effective Management and Caring Pursuing Harmonious Labour Relations



这家近年大力鼓勵生育,婦女及兒童權利保障政 策陸續出台,我們整理了有關政策的重要內容 供會員參詳:

- (1)2016年9月29日《廣東省人口與計劃生育條例》: 廣東女職工生育獎勵假從三十日延長至八十日, 即產假從128天增至最少178天;
- (2) 2016年11月3日《廣東省實施〈女職工勞動 保護特別規定〉辦法》:
- 1、 女職工禁忌從事的勞動範圍依照《女職工勞動保護特別規定》的規定執行;
- 2、用人單位不得在勞動合同或者聘用合同中與女職工約定限制其結婚、生育等合法權益的 內容;不得因性別原因在薪酬調整、職務晉升等方面歧視或者限制女職工;
- 3、從事連續4個小時以上立位作業的女職工,月經期間經本人申請,用人單位應當為其安 排適當的工間休息;
- 4、 女職工懷孕期間,用人單位應當遵守以下規定:
 - (一)女職工不能適應原勞動崗位的,應當根據醫療機構的證明,予以減輕勞動量或者安 排其他能夠適應的崗位。
 - (二) 女職工經醫療機構診斷確需保胎休息的,保胎休息的時間按照病假處理。
 - (三)女職工懷孕7個月以上的,每天安排1小時工間休息,工間休息時間視同其正常勞動並支付正常工作時間的工資,並不得安排其延長工作時間或者從事夜班勞動;對從事立位作業的女職工,還應在其工作場所設休息座位。
 - (四)女職工在勞動時間內按照規定進行產前檢查的,所需時間視同其正常勞動並支付正 常工作時間的工資。
- 5、 女職工生育享受 98 天產假,其中產前可以休假 15 天;生育時遇有難產的,增加 30 天產 假;生育多胞胎的,每多生育1個嬰兒,增加 15 天產假;符合法律、法規規定生育子女 的,按照《廣東省人口與計劃生育條例》的有關規定享受獎勵假;
- 6、 女職工按照規定休產假或者計劃生育手術假的,享受國家和省規定的生育保險待遇。用 人單位未參加生育保險或者欠繳生育保險費,造成女職工不能享受生育保險待遇的,由 用人單位按照本省及所在統籌地區規定的生育保險待遇標準向女職工支付費用;其中生 育津貼低於女職工原工資標準的,用人單位還應補足差額部分;
- 7、前款所稱女職工原工資標準,是指女職工依法享受產假或者計劃生育手術假前 12 個月的 月平均工資。前 12 個月的月平均工資按照女職工應得的全部勞動報酬計算,包括計時工 資或者計件工資以及獎金、津貼、補貼等貨幣性收入。前 12 個月的月平均工資低於女職 工正常工作時間工資的,按照正常工作時間工資標準計算。女職工享受假期前在用人單 位工作未滿 12 個月的,按照其實際參加工作的月份數計算;
- 4、 女職工產假期滿,確有實際困難的,經本人申請,用人單位批准,可以請哺乳假至嬰兒 1 周歲。哺乳假期間的工資待遇由雙方協商決定;
- 9>對哺乳未滿1周歲嬰兒的女職工,用人單位不得延長勞動時間或者安排夜班勞動。用人單位應當在每天的勞動時間內為哺乳期女職工安排1小時哺乳時間;女職工生育多胞胎的,每多哺乳1個嬰兒每天增加1小時哺乳時間。哺乳時間和在本單位內為哺乳往返途中的時間,視同其正常勞動並支付正常工作時間的工資。

現時珠三角地區產業發展,民營企業不斷壯大,管理水準和員工薪酬待遇不斷提高,港 資製造業招聘的競爭力不再明顯,普工短缺已成常態。對於相對容易管理、技術嫺熟的女工 更是渴求,但企業必須關注各項新出台的婦女保障條例,以免因忽略而付上法律代價。

備註:本文稿內容以中文版為準。

n recent years, the Chinese Government has been actively supporting the relaxation of onechild policy while at the same time strategies on women and children's rights protection were gradually being introduced. And we have compiled key policy summaries for your reference.

 "Guangdong Provincial Population and Family Planning Regulations" issued on 29th September 2016:

Female employees in Guangdong Province are entitled to extend their legitimate fertility reward holiday, from the original 30 days to 80 days, i.e. enjoying maternity leave up to 178 days from 128 days;

(2) "Special Rules on the Labour Protection of Female Employees" implemented by Guangdong Province on 3rd November 2016:

- 1. Employers shall abide by the provisions under "Special Rules on the Labour Protection of Female Employees" on the scope of prohibited labour for female employees.
- 2. No employer shall agree any limitations towards female employees' legal rights (including marriage, childbirth, etc.) in labour or employment contract; nor discriminate against or restrict female employees due to gender.
- 3. Female employees who continue prolonged standing at work for over 4 hours can file an application during menstruation and employer shall arrange appropriate break in between accordingly.

4. When female employees are pregnant, employer shall comply with the following provisions:

- (a) Where a female employee is no longer competent at her original labour position during pregnancy, the employer shall, based on the certificate of a medical institution, reduce the volume of labour or arrange other positions that the female employee is capable of.
- (b) After being diagnosed to take rest in preventing miscarriage by medical institution, female employees' rest time shall be treated as sick leave.
- (c) The employer shall not prolong labour hours or arrange night-shift labour for female employees in or after their seventh month of pregnancy and shall give 1-hour rest time during their labour hours. Such rest time shall be regarded as their normal labour and entitled wages for normal working hours. For female employees engaging in prolonged standing at work, the employer shall also provide seats in their workplaces.
- (d) The time spent by pregnant female employees on antenatal examination during labour hours shall be included in labour hours and entitled wages for normal working hours.
- 5. Female employees shall be entitled 98-day maternity leave, including 15 days of antenatal leave. An extra maternity leave of 30 days shall be granted in case of dystocia. Female employees who bear more than one baby in a single birth shall be granted an extra maternity leave of 15 days for each additional baby borne. In accordance with the relevant provisions of "Guangdong Provincial Population and Family Planning Regulations", female employees giving birth in compliance with laws and regulations shall enjoy reward leave.
- 6. Female employees taking maternity leave or planned maternity operation leave in accordance with regulations are entitled national and provincial maternity insurance benefits. If employers did not participate in any maternity insurance or default on payment, their female employees will not be able to enjoy any maternity insurance benefit. Any related fee should be disbursed by employers to female employees according to maternity insurance benefit standard on both provincial and regional basis. Among which, employers should also make up the balance if the maternity subsidy is below original wage standard of female employees.
- 7. Above mentioned original wage standard of female employees refers to their monthly average wage twelve months before being entitled maternity leave or their planned maternity operation. The average monthly wage of the previous 12 months is calculated on the basis of their total remuneration, including hourly wage or piece wage as well as monetary income such as bonus, allowance and subsidy. If the monthly average wage of the previous 12 months is lower than the wages based on normal working hours, the wage should be calculated based on the basis of normal working hours. Moreover, if female employees work less than 12 months with their employers before being entitled maternity leave, the wage should be calculated on a monthly pro-rata basis.
- 8. If female employees encounter practical difficulties after maternity leave, they may file application to employers for extending breastfeeding leave until their babies turn 1 year old while wages during such period should be determined by mutual agreement.
- 9. No employer should extend the working hours or arrange night shift for any female employees who are breastfeeding a baby less than one year old. Employers must provide one hour per day during normal working hours for female employees who need to breastfeed. Female employees who birthed more than one baby are entitled an extra hour per day for breastfeeding for each additional baby borne. Time spent for breastfeeding and round-trip travel of any female employees are regarded as their normal labour work and they should be entitled wages for their normal working hours.

At present, industries and private enterprises in the Pearl River Delta region have been gradually developing and expanding. Both management standards and staff remuneration continue to improve which weakens the recruitment competitiveness of Hong Kong-owned manufacturing industries and thus resulting in general labour shortage. Most enterprises are thirst for easily-managed yet skilled female employees. However, enterprises must pay close attention to the newly-issued regulations regarding women's right protection so as to avoid incurring any legal liability or cost.

資料提供:香港中華廠商聯合會東莞代表處 Information provided by : CMA Dongguan Office



以專業和真誠待客 致力提昇業界發展 化妝品業委員會張淑苑主席

Professional and Sincere Serving Attitude Is the Key to Facilitate Industry Development Ms Joanne Cheung, Chairman of Cosmetic Industrial Committee





己的營運管理能力。經過多年經驗的積累,張氏不但擁有專業的知識,並 建立了廣濶的人脈網絡。

在客戶的支持下,張氏在 2011 年創辦了「雅比斯國際集團有限公司」。張氏以「雅比斯」作為公司的名稱,別有一番意義;「雅比斯」出 自聖經,這人物象徵信實和忠誠,這亦正是其企業的經營理念。張氏認為 除了要為客人帶來專業服務和優質產品,最重要是讓客戶感受到真誠,始 能贏得長久的信任。張氏在銷售及發展化妝品業務的時候,會根據顧客的 實際需要提供誠懇的建議,從不"硬銷"產品,用心對待每一位合作顧客, 因此都能獲得客戶長期的信任和支持。

張氏現時主力發展日韓及國際護膚品牌代理及批發外,也有為客戶 生產發展自家品牌。對過往一直從事零售管理的張氏來説,現時配合生產 及批發業務可說是更好的一站式品牌發展。為了做好品牌拓展,張氏特別 重視建立品牌及市場推廣,如最新代理韓國 DR GLODERM 醫學美容品牌,

香港的化粧品業發展整勃,隨著近展蓬勃,隨著近年韓潮化妝品的流行,為消費者帶來更多的選擇,並為行業創造更多的選擇,並為行業創造品行業逾二十年,憑出品行業和熱減,於行為闖出名堂,將事業拓展至不同國家。

更因此機會和韓國著名韓國樂隊 BIGBANG 成員 SEUNGRI 勝利合作,品 牌更舉辦香港大型宣傳發佈活動;此外,她亦順應大勢所趨,拓展電子商 貿及跨境購物業務,開拓中國市場以滿足不同地域客戶需要。

張氏更為客戶提供升級的服務,除了優質及可靠的貨源外,她還會 向零售商提供市場發展趨勢及分析、專業的銷售策略意見、品牌研發及推 廣建議,務求為客戶提供全方位的服務,這成為了「雅比斯」獨特的優勢。

作為本會化粧品業委員會主席,張氏希望能凝聚同業的力量,為業 界爭取更大的權益,如提昇美容師在業界的專業地位及加強人才的培訓及 專業資格認受等,為業界未來發展出一分力。張氏現亦擔任香港化妝品同 業協會副監事長一職。

With prevailing trend of Japanese and Korean cosmetics in recent years, cosmetics industry in Hong Kong has been rising and flourishing which bring about wide range of varieties to consumers, and at the same time more business opportunities to the industry. Ms Joanne Cheung, Chairman of Cosmetic Industry Committee under CMA, has been engaged in the industry for over 20 years. By virtue of her professionalism and devotion, Cheung successfully made a name for herself and expanded her business all over the world.

In 1990s, Cheung started her career in cosmetics industry and firstly worked in a pharmacy as a salesperson of perfume and skincare products. Six months later, she was poached by a department store and served as a beauty consultant at counters. Unremitting efforts allowed her be promoted to management position in just few years. Cheung is very grateful for the opportunities from her boss to learn plentiful industry know-how and equip herself with capabilities of operation and management. After years of accumulated experience, Cheung not only possesses professional knowledge, but also develops an extensive interpersonal network.





With the support from her loyal clients, Cheung established "Jabez International Group Limited" in 2011. "Jabez", taken from the Bible and symbolizes faithfulness and loyalty, represents the business philosophy of the Company. To Cheung, besides professional services and quality products, it is of utmost importance to allow customers experience sincerity and thus gaining long-term trust. When selling cosmetics, Cheung will provide true-hearted advices with caring attitudes according to customers' actual needs and never do "hard sell" and therefore winning long-term support from customers.

Currently, Cheung mainly engages in developing agency and wholesale of Japanese, Korean and international skincare brands. Wholesale is definitely a new challenge to Cheung who has been only working in retail aspect. In achieving sound brand building, Cheung pays special attention to brand image and marketing promotion. She cordially invited Seung-Ri from popular Korean boy band "BIGBANG" to large-scaled publicity activities to promote a Korean brand - Dr Gloderm. Moreover, Cheung also conforms to the general trend and expand e-commerce and cross-border shopping business so as to satisfy various customers from different regions.

In addition, except quality and reliable supply, Cheung also offers upgraded services to customers including provision of market development trends and analysis, professional advices on marketing strategy as well as brand development and promotion to retailers as an all-round service package which turns into Jabez's unique predominance.

Last but not least, being the Chairman of Cosmetic Industrial Committee as well as Vice President of The Cosmetic & Perfumery Association of Hong Kong Ltd., Cheung hopes to unite the industry in striving for greater rights, such as enhancing the professional status of beauticians within the industry, strengthening personnel training as well as professional recognition.



Furthermore, Dr. Gloderm will hold a launch event at **The AIA Great European Carnival** in Hong Kong on January 20. A total of 200 Korean celebrities including Seungri and **Jessica**, are expected to attend the Hong Kong show, along with Singapore press associates.

A representative commented on Seungri's decision to invest in the cosmetic company, "Hoping to start a cosmetic business, the singer happened to come across CEO **Park Chul Hong**, a successful businessman, talking about tips on how to make it in the industry as well as Dr. Gloderm's leading products. We hope many will gain interest in Dr. Gloderm through this special event."

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超值優質的廣告宣傳

廠商會《會員月報》(CMA Monthly Bulletin)自 2009 年起出版,隨著內容及設計不斷革新,獲得讀者們正面的評價。現時 月報除郵寄至全體逾 3,700 家會員企業外,更進一步擴闊至全港立法會議員、區議會議員、各大專院校,以及逾 1,000 家友好 商會等,將讀者層面及數量作大幅提升。月報設有多款廣吿位置,為會員企業提供更多宣傳及推廣業務的有效渠道,而有關廣吿 收益,將投放於月報的製作上,從而提升月報的質素。

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新會員介紹 Introduction of New Members

動 香港中華廠商聯合會 The Gillnese Manufacturers Association of Hong Kong



公司:小熊創藝有限公司 Company: Little Bear's Creative Company Limited 代表:營運總監 梁誠吉先生 Representative: Chief Operation Officer Mr Caesar Leung 產品:動漫產品 Product: Comics products



公司:文字向前制作公司 Company:Forward Production House 代表:制作人 廖韋弦先生 Representative:Producer Mr Liu Wai Yim 產品:影視製作、文化出版及廣告策劃 Product:Videos production, publication & advertisement



公司:小圓點漫畫有限公司 Company: Tiny Dots Comics Company Limited 代表:董事 賴兆波先生 Representative: Director Mr Lai Siu Po Samuel 產品:漫畫出版及漫畫產品 Product: Comics & products



公司:漫畫批發市場有限公司 Company: Comic Wholesale Market Limited 代表:理事長及董事 鄭心明先生 Representative: President & Director Mr Sammy Cheng 產品:動漫產業 Product: Animation



公司:金源環球科技有限公司 Company:Golden Global Technology Limited 代表:董事 吳子平先生 Representative:Director Mr Ng Tsz Ping 產品:電玩電子產品 Product:Electronic product games



公司:創盈國際創建有限公司 Company: Grandway International Creation Limited 代表:執行董事施美景先生 Representative: Chairman Mr Sze Mei King 產品:動漫產業 Product: Animation Culture



公司:楊名遠律師行 Company:Edmond Yeung & Co 代表:東主 楊名遠先生 Representative:Sole Proprietor Mr Yeung Ming Yuen Edmond 產品:知識產權法律業務 (動漫版權等等) Product:Intellectual property law (animation etc.)



[CMA Monthly Bulletin]

公司 Company: VP Channel 代表:東主麥子豐先生 Representative: Sole Proprietor Mr Mak Tze Fung Simon 產品:動漫表演 Product: ACG Entertainment



公司:創美奇 (香港)有限公司 Company: Amazepc (Hong Kong) Limited 代表:董事 廖錦賢先生 Representative: Director Mr Liu Kam Yin Kenneth 產品:電玩電子產品 Product: Electronic product games



公司:三合文化展覽廣告有限公司 Company: Three Box Cultural Exhibition & Promotion Company Limited 代表:董事 鄧紫瑩小姐 Representative: Director Ms Athena Tang 產品:策劃推廣動漫展覽會 Product: Organize comics expo and promotion



公司:御貓女日式咖啡連鎖加盟店 Company:Cat lady Caf's 代表:總經理 李錦輝先生 Representative:General Manager Mr, Lee Kam Fai 產品:咖啡連鎖店 Product:Coffee shops





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