延續美獅精神
推創繽紛美事

GREAT MOMENTS INSPIRE BRILLIANCE

MGM
延續美獅精神
推創繽紛美事
GREAT MOMENTS
INSPIRE BRILLIANCE

美高梅一向致力為社區與澳門締造璀璨時刻，為大家帶來更多繽紛美事。本着此信念，我們自2007年開幕至今，一直致力將藝術與娛樂融入生活，協助澳門發展成世界旅遊休閒中心。

At MGM, we believe in creating great moments for our community and city. This belief has guided our every action and activity, and we have been assimilating art and entertainment into daily life since 2007. Our endeavors have helped shape Macau to become a significant cultural exchange platform and a World Center of Tourism and Leisure.
繽紛美事
GREAT ACHIEVEMENTS

傳承文化 促進藝術交流
REDEFINING ARTISTRY AND ENTERTAINMENT

攜手向前 共創璀璨成就
INSPIRING AND TRANSFORMING OUR EMPLOYEES

策動支持 扶助本地企業
ELEVATING LOCAL BUSINESSES

連繫社區 延展關愛精神
STRENGTHENING COMMUNITY BONDS

保護環境 打造綠色未來
PROTECTING OUR GREEN FUTURE

國家發展 抓緊無盡機遇
PROGRESSING THROUGH NATIONAL DEVELOPMENT
延續美獅精神 推創繽紛美事
GREAT MOMENTS INSPIRE BRILLIANCE

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2018年是美高梅的又一个重要里程碑，位于路氹的美高梅美高梅隆重开幕，带来多项创新的艺术和活动，让澳门美高梅及美高梅成为文化传承的交流平台，为澳门市民及旅客带来更多的纷繁美事，引领同業共同为澳门打造更多璀璨的时刻，延续美高梅精神。

今年12月，美高梅庆祝成立11周年庆典。在过去十一年间，艺术与娱乐一直是美高梅的核心，而扎根澳门、回归社会是我们的信念。美高梅多年来推动澳门社会发展上不遗余力，致力推动繁荣和谐的城市，我们通过国粹教育、支持中小微企、举办社区及青少年发展等活动，积极推动各界。

2019年是澳门回归20周年及中华人民共和国成立70周年的大日子，美高梅会坚持初心，坚持创新思维，将澳门的服务使命，助好我们的澳门故事。在一带一路及大湾区的快速发展下，我们将继续履行文化艺术及娱乐领航者的角色，注入更多创新元素，带动澳门创意城市的发翻，发挥澳门独特的旅游定位及优势，共同推展世界旅游休闲中心的建设；同时为团队成员持续加强国徳及大湾区发展培训，让大家与美高梅一同融入国家发展大局，抓紧新时代的机遇。

最后，再次感谢大家的支持，令美高梅在2018年创下骄人成就。期望在2019年，我们继续前进，与每位同事、本地社区及每位澳门市民携手创造更多璀璨时刻。
2018 has been a year filled with important milestones for us. We celebrated the grand opening of MGM COTAI, and had the honor of organizing a plethora of innovative events and activities for Macau’s citizens and visitors, all of which underline our properties – MGM MACAU and MGM COTAI – as the leading local cultural exchange platform.

We celebrated our 11th anniversary in December. With art and entertainment being the heart of our brand over the last decade, our focus remains on the growth of Macau, and we will strive to enhance the city’s prosperity and harmony. We work to bring this commitment to life through efforts like national education, support for local SMEs, more charity initiatives, youth development programs, and more.

In 2019, we are celebrating the 20th anniversary of the Macau SAR as well as the 70th anniversary of the founding of the People’s Republic of China. MGM will never forget why we started, keeping our innovative thinking to accomplish our mission to serve Macau and tell good stories of Macau. Under the Belt and Road Initiative and the development of the Greater Bay Area, we will continue to be the leader of cultural tourism, injecting more innovative elements to the city’s development. We will leverage on Macau’s unique tourism positioning and strengths in building Macau into a World Center of Tourism and Leisure. We will also continue to provide more training courses for national and Greater Bay Area development to the team, so that MGM and our team members can integrate into the overall national development and seize the opportunities brought about by the new era.

We are humbled by the many achievements that made 2018 a year when we inspired great moments. And we move into 2019 filled with brilliant ideas to present our staff, community and the people of Macau with more great moments.

James J. Murren
Chairperson and Executive Director
MGM China Holdings Limited

Pansy Ho
Chairperson and Executive Director
MGM China Holdings Limited
為員工提供了
917,000
小時培訓
917,000 training hours provided to employees with an average of 85 hours per team member

平均每名員工接受
85
小時培訓

工傷率較去年同期下降
37%
Occupational accident rate reduced by 37%

員工共作出
10,000+
小時的義務工作時間
10,000+ hours dedicated to employee volunteering

舉辦了
106
個社區活動

惠及
1,500+
位長者

570+
位年青人

870+
位殘障人士

1,000
個低收入及單親家庭受惠

投放超過澳門幣
1,000,000,000
較2017年增加
48%
支援本地中小企
Over MOP 1 billion spent with local SMEs, an increase of 48% from 2017

新增
129
家澳門中小企成為供應商
Developed 129 new Macau SME supplier relationships

舉辦三個大型展覽：
「teamLab未來遊樂園」
「玩·欣賞」
「美高梅探索繡藝之旅」
Organized 3 exhibitions: Learn & Play! teamLab Future Park, ART IS PLAY, Explore the Beauty of Chinese Embroidery

自2013年，我們減少了
16.4%
溫室氣體排放量

16.7%
能源消耗量

10.9%
耗水量

在 巴塞爾藝術展
香港展會
中首度支持藝聚空間展區
並提供會客廳
展示美髙美高梅「主席典藏」的頂級藝術珍品
Collaborated with Art Basel in Hong Kong to support the Encounters sector for the first time and offered a Collectors Lounge highlighting artworks from the MGM COTAI Chairman’s Collection

Since 2013, we have reduced greenhouse gas emissions by 16.4%, energy consumption by 16.7% and water consumption by 10.9%
The USD 3.4 billion MGM COTAI celebrated its opening with the public on February 13, with the Grand Opening Ceremony officiated by the Chief Executive, Mr. Chui Sai On, along with key Macau government officials and executives from MGM Resorts International and MGM China Holdings Limited.
企業社會責任

Corporate Social Responsibility

被“亞太旅遊協會—企業社會責任”金獎—嘉許表揚在本地社區, 場點, 分享所負之使命及貢獻

Recognized with the “PATA Gold Award in the CSR category”, acknowledging MGM’s on-going commitment to the local community, its employees and shareholders, as well as the environment.

於亞洲國際娛樂展（InsideAsianGaming）合辦的「亞洲娛樂大獎」頒獎典禮上勇奪「最佳企業社會責任貢獻獎」。

Received the “Best Corporate Social Responsibility Contribution” award at the Asia Gaming Awards Ceremony, co-organized by G2E Asia and Inside Asian Gaming.

於香港社會企業研究所舉辦的「第六屆社會企業圓桌論壇」中奪得「社會企業年度最佳企業」。

Won the “Best of the Best Social Caring Organization Award” at the 6th Social Caring Pledge Scheme Award, organized by Social Enterprise Research Institute of Hong Kong.

「人力資源卓越大獎2018」中奪得11項殊榮，包括「年度人力資源卓越大獎」、以及其他8項大獎，3項榮譽及2項銅獎；連續第3年於該項比賽中獲獎。

Recognized with 11 awards at HR Distinction Awards 2018, including the “Grand HR Winner”, as well as taking home 5 gold awards, 3 silver awards and 2 bronze awards; marking our 3rd consecutive year of successful participation in this competition.

於HRRoot所舉辦的「2018大中華區人力資源管理卓越大獎」評選中榮獲「2018大中華區最優人力資源團隊」。

Won the “Best HR Team in Greater China” at the HRRoot Awards 2018.

美高梅榮獲美國人才發展協會頒發「最佳職業發展組織」，成為亞洲區企業在全球職業發展及歷史最悠久的職業組織中獲頒嘉許。

Honored the “BEST Award” by the Association of Talent Development, MGM became the first enterprise in Macau to receive the award from the world’s largest association dedicated to the talent development profession.
電子商務
E-Commerce

MGM Cotai received the Three-Star certification under the China Green Building Design Label by the China Green Building and Energy Saving (Macau) Association, which is the largest property and the first mega-size complex project in Macau to have achieved this highest accolade.

投資者關係
Investor Relations

Acknowledged by the leading financial publication, Institutional Investor, as “Most Honored Company” for the fourth consecutive year in the 2018 All-Asia Executive Team survey, MGM swept up a total of 15 awards, demonstrating the Company’s strength and industry recognition as one of the most influential teams in the sector and the region.
The MGM Macau was once again named as a Forbes Travel Guide Five-Star Hotel.

MGM MACAU was once again named "Best Business Hotel in Macau" at the 11th Annual TTG China Travel Awards 2018.

MGM COTAI was acknowledged as “Best New Hotel – Asia Pacific category” by Travel Weekly Asia 2018 Reader’s Choice.

MGM MACAU was named the "The Best Integrated Resort and Hotel Service and Brand" at the 5th Macau Elite Service Award Ceremony, organized by Exmoo.
We are always working hard to create great moments for our customers and community. And this goal is only made possible with our team of over 10,000 employees, who form the cornerstone of our business. As we celebrate our 10th anniversary here, we are also honoring 1048 team members who have been with us for the past 11 years.

At MGM, we believe that Macau’s future is being shaped by Macau’s very own people. That’s why we fully support the government’s local talent development initiatives, and are committed to developing local capability and leadership to enhance the overall local talent pool. In 2018, we offered over 200 training courses and provided 917,000 training hours, with an average of 85 hours per team member.

It is our goal for our team members to achieve work-life balance, and we help them do so by providing a healthy and safe work environment. We strive to incorporate wellness in all aspects of our team members’ life by offering healthy food options, holding health talks and organizing active teamwork through our Golden Lion Sports Teams.
EMPOWERING OUR TALENTS FOR WORKPLACE SUCCESS

鼓励終身學習
ENCOURAGING LIFELONG LEARNING

我们亦与不同的政府部门、大学及民间机构合作，为成员提供不同的持续进修及专业发展课程，例如与理工学院合作举办博彩管理文凭课程；另外，20多位本地团队成员参加了由美高梅中学推出的马术课程，其中7位于2018年成功取得美高梅中学中学毕业文凭，成绩有目共睹。

We want to bring continuing education and professional certification to our team members. To bring this goal to life, we partnered with the government, universities, and community associations. Example includes the Diploma Program in Gaming Management in partnership with Macao Polytechnic Institute; over 20 team members continued their MGM High School Diploma in 2018, where 7 of them successfully completed the program, and received their diplomas from Escola Secundária Luso-Chinesa de Luís Gonzaga Gomes.

Encouraging Lifelong Learning

We believe in the importance of continuous learning and professional development for our team members. We have partnered with various government departments, universities, and community associations to offer different training and certification programs for our team members. Examples include the Diploma Program in Gaming Management in partnership with Macao Polytechnic Institute, where over 20 team members continued their MGM High School Diploma in 2018, with 7 of them successfully completing the program and receiving their diplomas from Escola Secundária Luso-Chinesa de Luís Gonzaga Gomes.

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**Developing Local Leadership**

The PRIDE Program aims to enhance career and personal development through an intensive 9-to-15-month course. It focuses on identifying and nominating local team members for participation in crucial leadership skill development and cross-departmental exposure, projects, site visits and overseas study field trips. Since the launch of the program in 2014, the Program has honored over 160 graduates, and achieved a talented retention rate of 90%.

The Management Associate Program (MAP) provides young professionals a unique opportunity to explore their career interests with intensive training opportunities in China and Las Vegas. In 2018, the 3 MAP participants completed the training overseas and continued their career development in Macau.

"I have been in the culinary industry for more than 30 years. I am pleased to participate in the PRIDE program and have visited the hotels of MGM Resorts International in Las Vegas, where I have acquired a lot of management knowledge to put into practice. I am also grateful to the company for arranging my work schedule to accommodate my studies, which allow me to balance between work and family life."

- Mr. Glen Wai, Chef de Cuisine of In Boom Dining of MGM Cotai

**Building a Healthy and Safe Workplace**

8 months, we held an internal competition for everyone to participate in the "Healthy Workplace & Happy Life" campaign in collaboration with DSAL, in September, which saw over 3,000 team members participating in various OSH activities, including seminars and the educational game zone.

Another important aspect in our role as employer is taking care of our employees' wellbeing. In May, we launched a three-week “Healthy Mind Happy Life” campaign that featured various wellbeing-related activities. Over 10,000 team members and their families took part in the fun-filled events, which included "Health Fun Day", "Chinese Medical Consultation Day", "Health Checkpoint", "World Challenge Day 2018", "Fun Tenenium Workshop" and health seminars with different topics.

As we continue to build a safe and healthy workplace, we are committed to providing a supportive environment for our employees to thrive and grow. We believe that by investing in our workforce, we are investing in the future of our business and our community.
**GOLDEN LION SPORTS TEAMS**

**GOLDEN LION SPORTS TEAMS**

We strive to boost team spirit and provide avenues for different sporting activities, from soccer to fencing, badminton and table tennis. These teams bring people together to enjoy fitness, teamwork, as well as to create new work friendships, bringing team spirit to the workplace. The teams regularly participate in competitions and have even brought home numerous awards. We'd like to take this opportunity to express our congratulations to:

**Golden Lion Dragon Boat Team**

The Golden Lion Dragon Boat Team moved to new heights in the 2018 Macau International Dragon Boat Races. Our women's team seized the 2nd runner-up title in the Macau International Invitational Standard Dragon Boat Race – 500M, and achieved 1st place among the Macau teams. Our men's team also made us proud by being the only team to represent Macau at the Hong Kong International Dragon Boat Races.

In November, we also arranged our Women's Dragon Boat Team to travel to Zhijiang Town, Foshan for a two-day immersion training with Nanchi Jujing Dragon Boat team. Our dragon boat team athletes received hands-on adjustments and feedback from the head coach of the celebrated Nanchi Jujing team.

**Golden Lion Fencing Team**

The Golden Lion Fencing Team won the gold medal in the Men's Epee at the 2018 Macau Fencing Tournament Final organized by Macau Fencing Association, competing against 102 fencers.

**Golden Lion Basketball Team**

The Golden Lion Basketball Team won the championship title in the 2018 Macau Responsible Gaming Match.
WE ARE THE INNOVATORS OF ARTISTRY AND ENTERTAINMENT

From 2007 to 2018, we hosted 25 world-class international and local exhibitions and welcomed around 300,000 visitors. Since its inception in 2003, the MGM Art Space at MGM MACAU remains as the only dedicated gallery space in a Macau resort – one which is designed specifically for art and cultural exhibitions. The exhibition at the MGM Art Space, ART IS PLAY, was among the most fun and colorful art exhibitions with playful art installations by 5 international female artists.
重新定義公共藝術
REDEFINING PUBLIC ART

由踏入美高梅酒店大門的一刻開始，我們的賓客立即被濃厚的藝術氣息包圍。所處在頂級藝術品堆砌的公共空間，讓賓客留下深刻的印像。

美高梅高層收藏逾300件頂級藝術珍品，為酒店內的公共空間交織融合，美術美學與藝術收藏，包括雕塑藝術及裝飾藝術等。現代和當代亞洲畫作和雕塑等，於藝術初期，美高梅高層舉辦『探索公共藝術新定義』座談會，增進賓客對文化藝術的關注，培養大家對藝術的興趣。

Art surrounds guests from the moment they step through our doors. Creativity pervades our resorts, forming an immersive experience wherever they go.

MGM Cotai features over 200 captivating and thought-provoking works that seamlessly integrate with its public spaces. The MGM Cotai Art Collection spans imperial carpets dating from the Qing Dynasty, to modern and contemporary Asian paintings and sculptures. An art symposium was held shortly after the opening of MGM Cotai to redefine public art and further our mission of making art more accessible to the public.

Another noticeable public art project of MGM Cotai is the Spectacle, which is pioneering digital art in Macau. The Spectacle comprises the world’s largest area of permanent indoor LED screens, featuring digital artworks by internationally renowned artists such as Joel Sartore, Magda Indigo, Garth Williams, Rob Kesseler and Wolfgang Stuppy. The art exhibition will continue to bring more interesting artworks to Cotai.
PASSING ON CHINESE CULTURAL HERITAGE

The celebration of traditional Chinese arts and culture is a fundamental theme of our Art Program. In an increasingly global society, we recognize the importance of preserving and celebrating traditions and treasuring arts from a bygone era.

The MGM Cotai Art Collection also features an impressive collection of 28 imperial carpets dating back to the Qing Dynasty. These rare relics, which once decorated the halls of the Forbidden City, are a testament to the exquisite craftsmanship that existed in Imperial China.

LEADING THE CITY'S ART AND CULTURE SOCIAL CONVERSATIONS

RedEnvelope Asia - 2019 saw more than 150 previously unseen masterpieces on display in the newly opened exhibition - "The Chinese Drama "Story of Yanxi Palace" have attracted a worldwide audience of 15 billion, especially among the younger generation. We are captivated by the global trend with the launch of our 25th exhibition, "Explore the Beauty of Chinese Embroidery", showcasing historical cultural heritage and craftsmanship, as depicted in the drama and in our imperial carpets exhibition. The curation included exhibits of actual items from the wardrobe designs of the drama, as well as ancient costumes from the Kunqu opera.

The launch of the exhibition was followed by a living heritage symposium at the MGM Theater. Over 500 art and culture enthusiasts from Macau and across the region came together with 4 industry experts to discuss about Chinese heritage, as well as its modern interpretation and presentation, to a new wave of designers and innovators.

I think MGM for offering us this opportunity, which allows me to closely appreciate so many beautiful costumes and the chance to hear the experts sharing about the stories and culture behind the creation.

- Emily Chan, an up-and-coming film director in Macau, one of the symposium’s speakers.
培育本地藝術人才
NURTURING LOCAL ART TALENTS

為促進本地藝術的可持續發展，我們致力栽培本地藝術人才。不斷培育優秀的藝術家，更將舉辦由現實中的培訓課程，進一步提升他們對藝術的認識能力。多方面培養大家的藝術熱忱，至今已有逾500位本地學生完成培訓，向本地市民及旅客分享藝術知識。

To boost the art scene in Macau and make it sustainable, we continue to devote efforts to nurture a new generation of local art enthusiasts through our art journeys. Since the opening of the MGM Art Space, we created an art docent training program to nurture the skills of budding art guides in Macau. To date, over 500 local students have been trained as art docents at MGM MACAU and MGM COTAI, and are well on their way to a lifelong appreciation of art.

促進國際藝術文化交流
FACILITATING AN INTERNATIONAL ART AND CULTURAL EXCHANGE

除了美術教育及藝術普及的教育藝術項目外，我們亦積極發展國際藝術交流及體驗。支持及推廣澳門成為獨具文化特色的旅遊城市。5月，我們支持並贊助澳門青年交響樂團協會主辦之「維也納莫扎特音樂節」音樂會，邀請了維也納的維也納愛樂管弦團（Vienna Philharmonic）的演奏家為本地廣大的音樂愛好者呈獻了一場頂尖的音樂會。

Besides our home-grown art program, we endeavor to bring international artistic spectacles and experiences to Macau – supporting and reinforcing the city as a cultural tourism destination. In May, we supported and sponsored the concert “Vienna flute Mozart” at MGM COTAI organized by the Macao Youth Symphony Orchestras Association, which was a spectacular concert presentation by a quartet from the internationally renowned Vienna Philharmonic.

作為巴塞爾藝術展的環球合作伙伴，MGM Resorts International continues its partnership with Art Basel in Hong Kong for its 2018 edition through MGM Resorts Art & Culture, and for the first time, with the Encounters sector. We also collaborated with MGM Resorts Art & Culture to offer a Collectors' Lounge, which highlights artworks from the MGM COTAI Chairman’s Collection.
For the 5th consecutive year, we invited athletes with intellectual disabilities or additional needs to enjoy a memorable encounter with the Grand Prix Motorcycle Team. Our community program consists of an art workshop, meet-and-greet with the motorcycle racers, as well as an invitation to watch the races from the grandstand and paddock at the Macau Grand Prix. About 100 athletes with intellectual disabilities collectively created colorful designs for the racers’ motorbikes, race suits and helmets. The annual activity successfully weaved a closer connection between the athletes and the Grand Prix. At the same time, it promoted awareness of the importance of diversity and social inclusion.

"I started racing in the Macau Grand Prix in 1994 and have always considered Macau as one of my homes. I am glad that MGM gave me the opportunity to bring joy to these athletes, and to take part in promoting social inclusion in Macau." - Michael Rutter, Eight-time winner of the Macau Motorcycle Grand Prix
為持續推廣傳統中國文化，我們連籌7屆舉辦及贊助國際最大型舞獅大賽之一——「美高梅獅王爭霸——澳門國際邀請賽 2018」。

「美高梅獅王爭霸——澳門國際邀請賽 2018」由美高梅及澳門武術總會合辦，首度在新開業美高梅內的美高梅劇院拉開戰幕。

比賽共有來自13個國家及地區的29支參賽隊伍參賽。參賽隊伍除來自美高梅獅王爭霸——澳門國際邀請賽外，還有來自美高梅和澳門武術總會的表演團隊。

我們亦致力於向新一輩青年人介紹中國文化及傳統體育，鼓勵澳門市民及體育愛好者參加「幼獅訓練計劃」，為本澳5至8

29支獅子舞隊分別來自13個國家及地區。其中的29支參賽隊伍在圓滿完成比賽後，將於12月27日參加由澳門美高梅與澳門武術總會主辦的「澳門美高梅獅王爭霸——澳門國際約請賽 2018」。

Another of our unique contributions to Chinese cultural heritage is hosting one of the world’s largest lion dance competitions – “MGM Lion Dance Championship – Macau International Invitational 2018”, which we have sponsored and hosted for the 7th consecutive time.

29 lion dance teams from 13 countries and regions battled it out in an incredible display of talent, showmanship and skills at the “MGM International Lion Dance Championship 2018”, held for the first time at the MGM Theater at MGM Cotai. The Chinese Youth League Lion and Dragon Dance Australia and the Shanghai Kunlun Xili Long Lion Team took home the Women’s and Men’s Championship titles respectively. For the first time, the event hosted the “Junior Lion Dance Performance Competition”. This year’s championship titles were awarded to the MGM Golden Lion Troupe B from Macau and Hong Kong Chinese Martial Arts Dragon and Lion Dance Association – Hong Kuen Lee Yam Fook Lion Dance Team.

Cultivating interest in traditional Chinese culture among the youth in Macau is also our priority. For the 4th year running, we have organized the “MGM Junior Lion Dance Training Program” in partnership with Hong Wo Sports and Recreation Association of Macau. Since establishing this program in 2015, we have successfully trained close to 270 local youths. In 2018, 70 children between the ages of 5 to 8 years underwent a unique 7-week training program.

This summer, we organized exchange visits for the graduates of the “MGM Junior Lion Dance Training Program” to Heishan, the birthplace of lion dance. They also performed at the “Greater Bay Area’s Junior Lion Dance Performances” during the visit, raising the bar of their performance.
亚洲首个多元化剧院——美高梅剧院以革命性的剧院科技，为观众带来顶级的视听享受。剧院设有超过100种座位配置，可容纳高达2,000名观众，是世界上首屈一指可转换为360度旋转舞台的GALA座席系统的剧院。多位国际殿堂级超级歌手及知名艺术家登台献唱，包括澳洲流行天后Kylie Minogue、英国天王级英伦创作歌手Sam Smith、韩国人气男团SUPER JUNIOR以及华语乐坛传奇歌手那英等。均曾于美高梅剧院举行盛大演出。

As Asia’s first dynamic theater, MGM COTAI’s MGM Theater uses revolutionary technology to present multi-sensory experiences unlike anything ever seen before. MGM Theater seats up to 2,000 people in more than 70 spectacular configurations, which allow the innovative space to host concerts, shows, corporate events and more. It is also the world’s first theater to feature a GALA revolving seating system in a 360-degree format surrounding stage. Big names that have hit the stage at MGM Theater include pop diva Kylie Minogue, Grammy award-winning British vocalist Sam Smith, K-Pop powerhouse SUPER JUNIOR, Chinese legendary singer Na Ying and more.
我們積極履行企業社會責任
WE ARE AN ACTIVE CORPORATE CITIZEN

秉承「今天開創明天」的理念，我們為長者、青少年、健壯人士等社區成員傳播愛與開懷，
不遺餘力為每一個人創造溫暖時刻。

榮譽堡在推動本地文化藝術發展的同時，亦為本地社區及負責博彩業績貢獻，令我們引以為傲。2018年，榮譽堡全體
義工隊伍組織了106個不同的社區活動，為本地社區有關舊人士提供逾10,000小時的志願服務，是歷年之冠。
除義務義工以外，義工活動更不乏高級管理層及團隊成員的家庭參與，一同共襄盛舉，發揚社會精神。

Our ethos of Creating a Better Tomorrow has inspired us to pledge to Make Your Great Moments for the Macau community, especially for senior citizens, the youth and persons with disabilities.

We are proud of our team members who actively volunteer their time to help fulfill our role as a corporate citizen in community
engagements to shape a better Macau. In 2018, we held 106 different community activities with our Golden Star Volunteer Team, who volunteered over 10,000 hours towards bettering the community – our highest record ever. Our senior management and team members’ families also actively participated in the activities,
showing care and love to those who matter in the community.
為長者創造難忘回憶
CREATE GREAT MOMENTS FOR SENIOR CITIZENS

老長者，以及人之老，我們關愛長者，與他們建立深厚情誼。每年，我們均舉辦不同類型的活動，讓他們深刻感受社會的關懷。康樂大派使用中國新年傳統習俗，180位金猴義工隊成員於新年初夕與長者於府邸，以傳統方式拜年。

金猴義工隊與澳門猴年聯合總會的200位長者一同慶賀猴年。而“義工服務計劃”中的義工為長者帶來歡樂派對，長者們在義工的陪伴下跳舞，開心度過新年。

我們每年亦會舉辦“長者健康日”，邀請專業護理員為逾200位長者提供健康諮詢服務，關顧長者的身心健康。活動自2010年舉辦至今，已服務了逾1,600名長者。

To create great moments and build friendships with senior citizens, the MGM Volunteer Team are always ready to spend time and energy to spread happiness. In the spirit of spring-cleaning the home before Chinese New Year, 180 Volunteer Team members rolled up their sleeves to help get the homes of over 220 households at the Fai Chi Kei housing unit ready to welcome the new year.

We also celebrated the beginning of Chinese New Year with 200 senior citizens of the Women’s General Association of Macau. The day’s festive program included a joyful lion dance performed by MGM’s Junior Lion Dance Team.

Every month, the MGM Volunteer Hairdressing Team, formed by team members, work to give local senior citizens from different communities refreshing makeovers with complimentary haircuts. Our Volunteer Hairdressers have delivered the service for 2,000 senior citizens since 2015.

Every year, we organize a Health Day for over 200 local senior citizens and invite professional Chinese medical practitioners to provide one-on-one health consultation. Since 2003, over 1,600 senior citizens have participated in this event.

共融教育及體育
INCLUSIVE EDUCATION AND SPORTS

我們致力構建和諧共融社會。2018年再度贊助由澳門資深議員組成的“媒體公益論壇”，以教育、體育和社會包容為專題，探討如何讓社會關係更緊密。同期，超過100位傷健運動員參與藝術工作坊，獲本地藝術家及金猴義工隊的悉心指導，共同進行藝術創作。

We believe it is important to raise awareness of the importance of diversity and inclusion. Once again, we sponsored the “Conference on Inclusive Education, Sports and Social Media”, organized by the Charity Association of Macau Business Readers. On that same day, we also organized an art workshop for over 100 athletes with disabilities. The athletes were patiently guided by local artists as well as our Volunteer Team.
啟發下一代
INSPIRING THE NEXT GENERATION

年輕人就是我們的未來，為幫助本地青少年計劃未來發展及職業路向，我們近年已為近千名學生開設門，讓他們體驗五星級綜合度假酒店的運作和工作環境，並提供與金管局團隊交流和學習的機會。

We are always looking for ways to engage with the youth of Macau. One important aspect is helping them find a career they can be passionate about, as well as giving them a taste of the professional working environment. We have been opening our doors to thousands of students over the years for them to meet our team members, and see with their own eyes what goes on behind the scenes of a 5-star integrated resort.

美高梅實習生計劃
MGM Internship Program

我們積極為本地大學生提供一個在業界了解真實工作環境的平台。2018年，超過50名來自本地專科學校的學生成功完成為期6個月的實習計劃。我們有信心，每位學生在金管局的實習經歷，將對其日後的職業發展有正面影響。

We actively provide a platform to local university students for them to learn about the industry working environment before their graduation. In 2018, over 50 students from various universities successfully completed the 6-month internship program, equipping themselves with valuable knowledge and experience. We also organized industry knowledge sharing sessions and property tours for different schools in Macau, benefiting over 400 students.

美高梅一日實習體驗
A Day with MGM

「美高梅一日實習體驗」是我們的年度暑期活動，旨在讓本地青少年從綜合度假

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Our annual summer program for local students, “A Day with MGM”, aims to give them a hands-on working experience at an integrated resort. In 2018, we welcomed 86 local teenagers aged between 13 to 17. These young participants included children and siblings of our team members, as well as members from Sheng Kong Hui Macau Social Service Coordination Office and General Union of Neighborhood Association of Macao. They enjoyed the unique opportunity of visiting 15 different departments to learn about the daily operations and work culture of MGM.

金獅夏令營
Golden Lion Summer Camp

2018年的金獅夏令營，我們會邀請本地高中的學生前往

As part of the Golden Lion Summer Camp, MGM sponsored 99 local high school students to enjoy the Po Leung Kuk Tai Tong Holiday Camp in Hong Kong. The camp aims to help develop self-confidence, as well as cultivate skills in communications, creative thinking and problem solving through a range of outdoor activities.

餐飲廚藝體驗
A Taste of Culinary Fun

為加強本地青少年對本澳酒店業及餐飲業的認識，我們邀請本地学校及團體

We also invited local youth to tour our properties for a closer look at the professional hospitality and F&B industry. Through A Fun Serving Up Experience, 60 students from Le de S. Jose Ke-Hoi had the chance to be our F&B ambassadors, while learning the intricacies of restaurant service and sequence. 15 teenagers from Sheng Kong Hui Astral Shore joined the “MGM Culinary Program” that aims to enhance their confidence through a structured cooking program, where they learnt how to prepare meals. During the “Fun Culinary Day”, we also invited 60 children from the Family Service Center of The Women’s General Association of Macao for a cooking class, in which they learnt how to create tasty dishes according to the MGM Culinary Team and Volunteer Team.

「黃金贏名師」是我們的年度暑期活動，旨在讓本地青少年從綜合度假

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向星級名廚學習
LESSONS FROM CELEBRITY CHEFS

In celebration of the “2018 Macao Year of Gastronomy”, we invited consulting celebrity chefs from MGM Cotai to visit our communities and inspire local talents, reinforcing Macau’s position as a “UNESCO Creative City of Gastronomy.”

誠邀藝校學生
Exploring Creative Capabilities with Art Students

今年6月，甜品大師黃慧敏參與澳門理工學院視覺藝術、設計及音樂學士學位課程的20名同學合力製作“吃・玩・食・住”展覽中的「變身為花圖」裝置。黃慧敏分享她的藝術創作理念和歷程。

In June, pastry chef Janice Wong teamed up with 20 students and professors from the Macao Polytechnic Institute’s Visual Art, Design, as well as Music bachelor’s degree programs. They collaborated to put the finishing touches on her edible art installation, which was on display at MGM’s “ART IS PLAY” exhibition. Janice Wong also shared the stories and thinking behind her famed edible artwork, as well as the influences and experiences that have shaped her career.

結合力文化創意與本地美食
Integration of Creativity with Local Food Culture

我們於7月在澳門青年創業孵化中心舉行“星級名廚Graham Elliot分享會”，邀請Graham Elliot與上百名本地創意產業創意人士分享成功之道和個人心得，並探討全球餐飲新趨勢，以及如何結合創意創新元素於美食之中。

In July, we organized the “Celebrity Chef Graham Elliot Sharing Session – Creativity X Gastronomy” at the Macau Young Entrepreneur Incubation Centre. Over 100 local young entrepreneurs had the exclusive opportunity to get up close and personal with Chef Graham Elliot. The celebrated chef shed light on the world’s latest culinary trends, and discussed with participants on the many ways that can integrate creativity with gastronomy.

星光級名廚Graham Elliot
「創・美食」分享會

「我希望澳門年輕人能在摩登藝術及創意上表現自己，並將從美國到澳門的一種“創意時尚”傳遞給自己的創意。」

- 名廚 Graham Elliot

“I found the young generation of Macau passionate and hardworking. I hope they can step out of their comfort zone and gain more exposure in order to inspire creativity, just as what I did coming to Macau from the States.”

- Chef Graham Elliot
提升廚藝人才技能
Sharpening the Skills of Our Culinary Talents

September, we partnered with the Macau University of Science and Technology (MUST) to co-host a culinary workshop with two Michelin starred Chef Mauro Colagreco at the launch of MUST’s Culinary Labs. 30 students from MUST’s Faculty of Hospitality and Tourism Management joined the workshop. Among the highlights was a demonstration by Chef Mauro, where he showcased his cooking skills and shared his insights.

"I was inspired by my mentors in Argentina to pursue a career in France and the decision accelerated my achievements today. I hope that Macau’s culinary students are just as inspired to cherish every opportunity, just like I did in my early career life.”

— Chef Mauro Colagreco

SUPPORTING WORTHY CAUSES IN THE GREAT OUTDOORS

為愛起步
Let's Walk for Love

為籌備與推廣及推動精神健康的關注，美高梅與澳門恆康會合辦「5.20為愛起步」慈善3公里步行活動。活動共有超過200位美高梅團隊成員參與，一起探索澳門綠色自然的一面。

To promote social inclusion and create awareness on mental health, we co-organized the “5.20 - Let’s Walk for Love” with the Fuhong Society of Macau. Over 200 team members participated in this 3km charity walk, and everyone enjoyed themselves exploring the greener side of Macau – all for a good cause.

美高梅澳門環保遠足
MGM Macau Eco Trailhike

澳門環保遠足今年首次以美國美高梅作為比賽的起點及終點，共吸引3,780名跑手組成675個參賽隊伍參賽。是澳門最受歡迎的環保活動之一，當中包括245名美高梅委員，所籌得的善款將捐給澳門殘疾人士家長協會。

For the first time, MGM Cotai became the start and finish point of the Macau Eco Trailhike. One of Macau’s popular group hiking event saw 2,700 participants from 675 teams taking part, with 245 of our team members among them. Proceeds of the event were donated to the Association of Rehabilitation of Drug Abusers of Macao and the Association of Parents of the People with Intellectual Disabilities of Macau.
加強社區應災能力
STRENGTHENING THE COMMUNITY’S DISASTER RESPONSE CAPACITY

面對突如其來的事情，危機處理是重要的一環。我們於5月贊助及支持由聖公會澳門社會服務處所舉辦之「危機處理壓力管理—小組輔導證書課程」，提升本澳社會服務領域人員對處理危機事件過後壓力的應對技巧，加強社區應災及應變的應變能力。

We are always looking for ways to support the local social service sector in dealing with traumas after a crisis. In May, we sponsored the “Certificate Course on Critical Incident Stress Management - Group Crisis Intervention”, organized by the Sheng Kung Hui Macau Social Services Coordination Office, which aims to strengthen the community’s preparedness to reactively respond to a disaster.

“MGM has subsidized our office’s purchase of much needed equipment and has also funded the training course to allow professionals in Macau to arm themselves for first responses. Subsequently, when nature or man-made disasters or accidents occur in the future, these trained professionals can provide immediate interventions to help reduce the psychological trauma and negative impacts brought about by traumatic events. They can also quickly react by bringing physical and psychological healing to those in need.”

Mr. Bonnie Chang, Service Coordinator of Sheng Kung Hui Macau Social Services Coordination Office

現金捐款
CASH DONATIONS

2018年，我們重點捐款包括：
Some of our key donations in 2018 included:

- 捐贈7年向澳門仁慈堂社福部提供每年澳門幣29萬元的捐款。MOP290,000 to the Social Welfare Unit of Social Affairs for the 7th consecutive year;
- 捐贈5年向澳門仁慈堂社福部提供每年澳門幣9萬元的捐款。MOP90,000 to the Social Welfare Unit of Social Affairs for the 5th consecutive year;
- 捐贈5年向澳門仁慈堂社福部提供每年澳門幣180萬元的捐款。MOP180,000 to the Social Welfare Unit of Social Affairs for the 5th consecutive year;
- 捐贈7年向澳門仁慈善會社福部提供每年澳門幣50萬元的捐款。MOP500,000 to Macau Tung Sin Tong Benevolent Society for the 7th consecutive year;
- 捐贈7年向澳門仁慈堂社福部提供每年澳門幣230萬的捐款。MOP230,000 to the Social Welfare Unit of Social Affairs for the 7th consecutive year;
推行負責任博彩

PROMOTING RESPONSIBLE GAMING

一直以来，美高梅全力支持澳门特区政府的负责任博彩措施，而设於澳门美高梅内的

“负责任博彩资讯站”於3月正式启用。

我们深信提升团队成员的意识对公司推行负责任博彩至为重要，因此，澳门美高梅及

美高梅中国员工较早便设有“负责任博彩推广活动”，包括举办工作坊、操作游程、专业咨询及教育活动等，就赌博及沉迷、偶赌行为、信用卡诈骗及如何预防赌博失策等课题上向成员提供信息和支援。

第四部自制制作的电影连续作品《赌博不是嗜好，操控行要有节制》於11月推出，以

鼓励成员及其家人在面对赌博失策或其他问题时，可随时使用“会员支援计划”服务。

We continue to be firm supporters of the Macau Government’s responsible gaming measures. The “Responsible Gambling Kiosk” at MGM Cotai was officiated in March to provide more interactive support services to our guests.

We believe that awareness among team members is the key to make responsible gaming an integral part of our daily operations. We hosted a two-week campaign themed “Gambling Is Not Business, Stay in Control” at MGM Macau and MGM Cotai to engage with team members and help them gain a better understanding of relevant topics such as gambling probability and its prevailing myths, risks of borrowing money and credit card overdraws, and prevention of gambling disorders. The campaign was filled with interesting and fun-filled activities, which included workshops, roadshows, professional counselling services and online quizzes.

In November, we launched our 4th homemade short film “Gambling Is Not Business, Stay in Control”. The film’s message was about gambling disorders and other difficulties, with a reminder to our employees and their family members that help is always at hand through the Employee Assistance Program.

響應防止人口販賣

PROACTIVE APPROACH IN ANTI-HUMAN TRAFFICKING

美高梅为澳門企業打击人口販賣的先驅，大力支持及资助香港中心推行的“2018年打擊人口販賣系列活動”，包括製作宣传短片，播放專題廣告，开展多元平台宣传和大學講座等。活動目的是期望能透過政府、企業、民間團體和大學生的

合作，讓更多的市民認識人口販賣的問題和提高自身保護意識。

As the pioneer in the Macau private sector on promoting anti-human trafficking, MGM sponsored and supported Good Shepherd Centre’s “2018 Anti-Human Trafficking Activities”, with initiatives such as a promotional video, public display panels, bus card advertisements and talks in schools. These initiatives aim to increase public awareness on human trafficking and self-protection.

「2018 打擊人口販賣系列活動」發佈會

Press Conference in 2018 Activities to Raise Awareness about Human Trafficking

9月，美高梅為慶祝深入學院酒店率先在防止人口販賣上的主要措施，提高業界防范意識，特意邀請了澳門公司總處首席執行官 Matthew Friedman為整個業界作專題演講，內容涉及現代奴隸的法規及經濟代價，負責風險及供應鏈管理等。

In September, we also invited Mr. Matthew Friedman, Chief Executive Officer of Mekong Club, to give a speech for our management team enabling them to gain in-depth insights into the recent major initiatives of anti-human trafficking underway in the hospitality industry and to drive prevention and awareness in their teams. It covered topics such as the modern slavery act, financial aspects of modern slavery, responsible procurement and supply chain management.
協助中小企發展電子商務

HELPING SMES TO DEVELOP E-COMMERCE CAPABILITIES

建立雲端數據備份服務
Launch of Cloud-Backup Service

我們盡邁所能，構建更美好的社區。同時亦明白中小企業是澳門經濟不可或缺的重要支柱，為實踐支持澳門中小企業的承諾，美高梅自2013年起推出了一系列措施，重點扶持「小創企」、「澳門製造」和「青年創業」三類企業。

2018年，我們與本地129家中小企業建立新的合作伙伴關係，向中小企提供的金額超過澳門幣10億，較往年上升38%。此外，我們亦協助中小企業拓進電子商務及數字化營商項目，特別是協助中小企業提升競爭力，為澳門社會經濟以及為澳門邁向智慧城市的進程作出貢獻。

While we pour our best efforts into bettering the community, we know that small and medium-sized enterprises (SMEs) remain the backbone of Macau’s economy. That’s why in 2015, we rolled out a dedicated SME Engagement Program to formalize and expand our commitments to the Macau SMEs. Our efforts focus specifically on “Micro SMEs”, “Made in Macau” and “Young Entrepreneurs”.

In 2019, we created 120 new SME partnerships and invested over MOP1 billion with SMEs – an increase of 48% in total spend from the previous year. We also helped the SMEs to develop e-commerce and promote data management through electronic platforms. We are honored to have this opportunity to help bolster the city’s SME competitiveness, stimulate local economies and ultimately contribute to Macau’s progression towards becoming a smart city.

2017年，一場「天鴿」風災對澳門社會造成大規模的破壞。不少本地中小企業亦不能幸免。當中影響最大的，就是電腦硬體及軟件文件的數量中穗，而客戶資料及應收賬款記錄亦部分遺失。有見及此，美高梅向超過70家本地中小企業供應免費數字化服務及提供雲端數據備份及雲端服務，不但提升數據保存能力，同時提升生產力和競爭能力。

The 2017 Typhoon “Hato” caused massive devastation to our city and community—and our local SMEs were not spared. Their businesses were adversely affected with the loss of important data and billing records due to water damage to either computers or paper files. To help avoid this from happening again in the future, we sponsored over 70 local SMEs to use the cloud data backup service offered by Companhia de Telecomunicações de Macau (CTM), which not only ensures data security, but also enhances productivity and competitiveness.
合作開發採購平台
Co-development of a New Purchasing System

面對更多大型網上購物平台的挑戰，本地文具商新新站辉文具文儀有限公司意識到必須革新系統以維持競爭能力，而剛好我們亦在尋找簡化文具文儀用品採購的供應商，促成這合作關係。

透過我們的資源和專業知識，與新新站辉合作共同開發先進而高效的採購系統，新系統令收貨服務從1.5小時減短至10分鐘，大大提高效率，而新維達的生意額2017年亦大增40%。

In our quest to find a supplier that could help simplify the purchase of office materials, we engaged with New Fast, a local stationary supplier. Facing pressure from scale platforms, New Fast had an urgent need to innovate its system in order to remain competitive.

Recognising this mutual synergy, we began a collaboration with New Fast. We helped them develop an advanced and efficient purchasing system with the aid of our resources and expertise. The new system eventually reduced our internal delivery procedures from 1.5 hours to only 16 minutes, and has helped New Fast’s revenue grow by an impressive 40% in 2018 versus 2017.

名廚馬到功成
Visits by a Master

澳門區有不少本地文創商店，專賣創意及傳統小店。我們特別安排名廚文儀文創美食節目《Top Chef》主持Graham Elliot親身考察，在澳門區與十月十五日街一帶探訪小店，相互交流，為區居民賦予新生命力。我們更與商店負責人探討如何將創意與美食結合，為澳門「創意城市美食之都」增添獨特元素。

We also brought Chef Graham Elliot, our consulting celebrity chef of Coast at MGM Cotai and television personality from the popular cooking show ‘Top Chef’, to visit traditional shops, cultural and creative spaces and restaurants in the old Macau neighborhoods of Rua das Eravizas and Rua do Cincio de Outubro. Chef Elliot exchanged his views with the owners on how to integrate creativity with gastronomy, and flavor the culinary landscape of Macau with uniqueness and authenticity.
提升中小企競爭力
ENHANCING SME COMPETITIVENESS

認清合法權益
Knowing the Legal Rights

5月，我們支持澳門工商聯合會與勞工局合辦「勞資知多D，經營穩多D」2018專題講座，超過100位本地中小企代表參與講座。講座內容有《勞動關係法》及《僱用外地僱員法》中的法律權益進行講解，協助勞資雙方認清各自的合法勞動權益。

In May, over 100 SME representatives attended the seminar on labour relations co-organized by the Industry and Commerce Association of Macau and the Labour Affairs Bureau and supported by MGM. Representatives from the Labour Affairs Bureau provided in-depth explanations on the legal rights as depicted in the Labour Relations Law and Employment of Non-Resident Workers Law to give a better understanding for both the employers and employees on their legitimate legal rights.

為了提升與提升澳門中小企及餐飲業界的水平，9月舉辦了「美高梅中小企業合作計劃——食品安全暨ISO管理系統講解專場」，吸引了200位業界同仁參與，當中包括中小企、餐飲業供應商與從業員、青年創業家、政界代表及多個中小企業團體會員。大家現場交流了不少寶貴意見，共同為餐飲業努力。

To facilitate the growth of both Macau SMEs and the local food industry, we organized the "MGM SME Supporting Program – Food Safety and ISO Management System Seminar" in September. The event attracted more than 200 participants, including SMEs, Food & Beverage vendors and industry practitioners, young entrepreneurs, government representatives and members from various SME associations.
抓緊大灣區機遇
Capitalizing on GBA Opportunities

中小企業商業配對專場
SME Business Matching Sessions

創新發展是各中小企的重要目標，因此我們與澳門中華總商会、經濟局、智慧發展促進論及生產力暨科技發展中心合作，於11月3日舉辦「澳門中小企合作計劃—商業配對專場」。參與商戶超過110家，我們除了安排應用機構的代表與商戶進行配對會面，更邀請部分中小企業家參與活動，了解澳門稅務及貿易政策的最新動態。

In collaboration with the Macao Chamber of Commerce, Macao Economic Bureau, Macao Trade and Investment Promotion Institute and the Macao Productivity and Technology Transfer Centre, we held our latest SME Business Matching Sessions at MGM Cotai on November 3. More than 110 SMEs had one-to-one meetings directly with buying departments related to their product offerings. Attendees were also invited to MGM’s back-of-house area to see MGM’s supply chain operations.

為了加深本地中小企對灣區的三地政策及稅制的認識，以融入灣區發展，我們於10月與澳門智慧人文創研究中心合作，舉辦「澳門中小企合作計劃—商業配對專場」。此項活動是澳門中小企發展計劃之一，獲得澳門經濟局、澳門貿易投資促進局及澳門特區政府全力支持，講座邀請入內地及港澳的5名法律、稅務及貿易領域專家以及商會會長，逾300位企業人士出席活動，交流不少寶貴意見。

對於本地的創業企業，我們同樣大力支持。7月初，我們協助澳門青年企業家協會主辦「2018港澳灣區青年論壇」，為本地創業者提供交流平台，探索更多機遇。

An integral part of our national development efforts is the SME Engagement Program, which aims to prepare Macau SMEs that are tapping into the development of GBA markets. In October, we partnered with the Macao Wisdom Humanities Encourage Political Association to co-organize a seminar on the taxation and legal system policies in the Greater Bay Area. The Macao Economic Bureau, Macao Trade and Investment Promotion Institute, and the Macao Chamber of Commerce collaborated as supporting units. The seminar invited 5 renowned professionals as speakers. These distinguished guests hail from the legal and tax disciplines in Mainland China, Hong Kong and Macau, and were joined by participants that comprise around 300 professionals and SME representatives.

We also continue to explore more opportunities for local entrepreneurs. Earlier in July, we helped to make this possible by supporting the “Greater Bay Area Young Entrepreneur Forum 2018” organized by the Macao Youth Entrepreneur Association. This event provides young entrepreneurs with a platform where they can meet, network and exchange ideas.
我們積極推動國家發展
WE ARE AN ADVOCATOR OF NATIONAL DEVELOPMENT

每個榮譽時刻，每分輝煌成就，我們誠意與大家分享；國家發展的大義，對我們而言極為重要，我們希望每位員工亦可分享一分重。因此，為溝通而委託的珠海海員教育計劃，透過舉辦講座、交流及其他活動，加深我們對國家發展戰略所帶來的機遇，當中包括一帶一路及粵港澳大灣區計劃，迎應國家發展大勢。

為支持珠海海員的發展策略，2014年11月美高梅珠海海員中心正式成立，實現了我們在大灣區推動人才交流的第一步，期望珠海海員中心成為珠海及周邊核心城市的海員人才交流中心。設有休閒設施供員工使用，至今已吸引了不少中國著名大學及職業訓練機構的學生使用，肯定了我們在人才發展方而的領導地位。

珠海海員及員工宿舍
Zhuhai Brief and Dormitory

The Zhuhai Brief Shared Services Center was established in November 2014, and we subsequently initiated a talent exchange program in the Greater Bay Area to support our growth strategy. Located in the new central business district of Zhuhai, the modern and stylish workplace is designed with a range of amenities to help our employees relax and recharge. The Center has seen huge success in attracting world-class talents from leading universities in China – affording our position as a leading talent developer.

As Zhuhai and Macau continue to enjoy closer economic and infrastructural connections, we wanted our employees working in Macau and Zhuhai to have a comfortable space to call their own. That’s why we seized the opportunity to set up an employee dormitory complex, and designed it with a host of conveniences. The dormitory is located in a standalone residential complex with on-site security services, and comes with a complimentary shuttle service that runs frequently to and from the Gongbei border, with a connection service from the Macau border to the workplaces.

有見珠海與澳門在經濟及基礎設施上的往來日漸緊密，我們選擇在珠海設立員工宿舍，方便在澳門和珠海工作的員工。宿舍位於一個獨立的住宅區，設有社康及宿舍護理中心，為員工提供免費接駁巴士，連接員工宿舍和珠澳口岸，以及由澳門前往口岸地點的工作點。
We are proud to be regarded as one of Macau’s key players in developing the City into a World Center of Tourism and Leisure. In keeping with this role, we started the annual National Education Seminars Series since 2016 to help our team members understand the national economic development plans. In 2018, we organized two seminars with the support of the Economic Affairs Department of the China’s Liaison Office in Macau, with an attendance rate of over 300 team members for each seminar.

The Development of Chinese Traditions and Culture

Prof. Mao Fang from the Beijing Normal University shared about historical roots, core values and culture of Chinese traditions, all of which now shape the modern-day views of the Chinese public and business world.

The Development of the Greater Bay Area and the Opportunities for Macau

Dr. Guo Wanda, Executive Vice President of China Development Institute and Vice-President of Chinese Association of Hong Kong and Macau, shed light on both the opportunities and challenges of the Greater Bay Area plan for Macau.
In July, we welcomed around 90 students from Ningxia to MGM Cotai as part of a cultural exchange program that was co-organized by the Associação para a Promoção das Aspirações da Juventude Chinês de Macau, Ningxia Youth Exchange Promotion Association, Ningxia Chinese People’s Political Consultative Conference, and the Hong Kong and Macao Affairs Office of Ningxia Hui Autonomous Region.

In November, 19 PRIDE members from the managerial track made a 6-day field trip to Nanjing, Changzhou and Shanghai. This trip was made possible thanks to the assistance of the Economic Affairs Department of the China’s Liaison Office in Macau, Hong Kong & Macau Affairs Office of Jiangsu Provincial People’s Government, the Department of Culture of Jiangsu Province and Changzhou Municipal People’s Government. The delegation visited the Jiangsu-Macau Co-operation Park, West Taihu Lake Film & Television Industry Base, Bellagio Shanghai, Jinling Hotel Nanjing, as well as Jiangsu Television, to understand the rapid development of the technology, television and hospitality industries of China.

Continuing on our history of exchanges with the China Diaooyutai State Guesthouse, we organized a cultural and gastronomic exchange session in June at MGM Cotai, with the aim of exchanging knowledge on hosting grand-scale national banquets.

The 2016 Nioing Pathway is an enterprise that specializes in the research and manufacturing of rail transport equipment in China. After understanding the rapid development of technology, infrastructure and urban regulations of China, I believe that Macau should think about how to improve ourselves and stay competitive in order to cope with the rapid pace of our fast developing nation.

Antonio Li, Limcausa Guest Service Manager

In 2018, we organized a total of 15 recruitment trips to Zhuhai, Guilin and Harbin, where we interviewed over 2,300 candidates. These talents were then shortlisted for positions such as security officers, F&B attendants and housekeeping attendants. Upon receiving an invitation from Associação de Apliques de Emprego de Capital de China (Macau), we also hosted a recruitment fair in the Kalli city of Guzhuo province in October. It is our hope that this endeavor will help to alleviate poverty and encourage economic development in the Guzhuo Province through the deployment of labor to Macau.

7月，我们邀请了来自宁夏的90名学生来到澳门新濠度假村中国文化馆（MGM Cotai），参与了一场由中国驻澳门经济合作司、江苏省人民政府和江苏省文化厅主办的中餐文化交流活动。

在澳门代表团的陪同下，同学们参观了澳门新濠度假村的餐饮设施，了解了中国美食的历史和文化。代表团还参观了江苏省的知名企业，了解了江苏省的经济发展情况。

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我們是綠色戰士
WE ARE GREEN WARRIORS

愛護社區，愛護城市，當然也要愛護環境，我們常常委中，環保事務，必須讓所有持份者參與其中，因此我們要與同事、攬客、供應商及社區一同參與，我們舉辦了不同活動，務求上下一心，保護環境。

憑藉著可持續發展的理念，我們的環境管理策略較為開明，致力尋求並實行以當量降低對環境的影響。公司採用最佳的環境管理系統，包括ISO 50001能源管理系統及中國綠色建築設計標識等。

Caring for the environment is an important way of caring for our city, and community. And for green achievements to be truly successful, we need to inspire our stakeholders and involve them to become a part of the solution. We implemented various campaigns and targeted initiatives about environmental protection to engage all of our team members, guests, suppliers and the community.

Our eco-management approach is defined by an ethos of continual improvement and we strive to find innovative ways to minimize our impact on the environment. The Company’s Environmental Management System is aligned to well-recognized best practice frameworks, including ISO 50001 in Energy Management, and China Green Building Design Label.

將綠色政策提升至新標準
TAKING GREEN TO THE NEXT LEVEL

中國綠色建築設計標識證書
China Green Building Design Label

美高梅高極致力推動環保，於4月13日獲得中國綠色建築設計標識證書，成爲該項殊榮的澳門首家大型綜合型綜合建築，反映我們對可持續發展理念融入建築設計的決心。

On April 13, MGM Cotai proudly accepted the Three-Star certification under the China Green Building Design Label by the China Green Building and Energy Saving (Macau) Association. This makes MGM Cotai the largest property and the first mega-size complex project in Macau to achieve the Three-Star certification, which is the highest and most prestigious ranking in the Label. It is a recognition of our commitment to designing a property with environmental sustainability at its heart.

“可持續發展是中國的首要議題，我們很高興看到愈來愈多本地建築商致力於綠化。獲麥賭城的中國綠色建築設計標識證書是業界的一個重要里程碑，在推動綠色設計及其他環保措施上發揮了積極作用。我們期待更多本地企業跟隨步伐，為國家的可持續發展作出貢獻。”
- 中國綠色建築與節能（澳門）協會會長夏寶賢

“As sustainability is key in China, we are glad to see more building owners and operators in Macau are committed to going green. MGM Cotai has been instrumental in the adoption of green design and measures, as illustrated in its achievement in obtaining the Three-Star Label. We look forward to watching more private enterprises in Macau follow and continue in contributing to the sustainable development of the city.”
- Albert Chiu, President of the China Green Building and Energy Saving (Macau) Association
Community Green Building Tours

We hope to inspire the community to also take sustainable steps in creating a greener Macau, and part of these efforts include organizing seminars, forums, and experience sharing sessions. In 2018, we held a number of green building tours with the community and external partners to share highlights on environmental sustainability efforts by MGM Cotai, including individual tours with the business sector through the Hong Kong Trade Development Council and excursions for local primary students from Put To Secondary School and university students from the University of Macau.

Saying Goodbye to Single-use Plastics

Single-use plastics negatively impact the environment at an alarming scale. As such, we made an official announcement in September that we will stop the usage of single-use plastics at our restaurants. This includes plastic straws, drinkware, take-out containers, cutlery, and more. We aim to replace them with environmentally friendly alternatives in the first quarter of 2019. We estimate that this initiative will see a yearly reduction of over 860,000 plastic straws and over 470,000 plastic take-out containers from the environment.

Green Transport

We responded to the call of the Macau government for greener transport with our newest fleet of electric shuttle buses, which hit the roads in November. To further support the low carbon development of Macau and help to improve the city’s air quality, we installed four BMWi and four Tesla charging stations in the parking area of MGM Cotai for guests to charge their electric vehicles.

Go Green Marketplace

In order to help our team members to Live Green, Eat Green and Shop Green, we held a Go Green Marketplace in March. We invited two local businesses, Concept H and Stuff BOX, to a special marketplace where our staff could purchase a selection of healthy food and eco-friendly products. We also arranged a barter market for team members to bring pre-loved items their children have outgrown and exchange them for something useful.

Energy-Saving Week

In support of the Office for the Development of the Energy Sector’s (GSE) Energy Saving Week in 2018, we held a series of energy-saving activities during the period to help raise awareness for energy conservation. These include an Energy Saving Champion Competition across all departments, as well as joining the "Lights Off" initiative and Casual Wear Day, as organized by the GSE.
RAMPING UP WASTE REDUCTION

Our first and foremost goal is to reduce waste as much as possible. But when we do have waste, we have a comprehensive recycling program for plastic, paper, cardboard, glass, metals and e-waste. Other departments have specific facilities for particular products such as soap, recycling collection points for housekeeping, and cooking oil collection drums for F&B.

In 2018, new recycling streams were added to our program, including:

- Safety gear:
  We initiated a helmet and safety gear recycling campaign for reusing and recycling.

- Coffee capsules:
  In partnership with Nespresso, we launched a coffee capsule recycling scheme to collect capsules from our resort’s rooms, restaurants and offices.

- Let’s Packets (Red Packets):
  We supported the “Let’s Packets Recycling Campaign 2018” initiated by the Macau Environment Protection Bureau, where we collected used red packets from our employees.

- Mid-Autumn mooncake boxes:
  Once again in support of the Macau Environment Protection Bureau’s festive recycling program, we set up collection points for our employees to drop off their empty mooncake boxes.

Let's Fight Food Waste

Food is a precious resource and we take food conservation seriously through well-developed meal planning techniques. We seek to raise awareness among our team members and continue to make plans for food waste recovery. In July, we held the first “Show Off Your Clean Plate” activity in our Employee Dining Rooms, where we encouraged team members to take only the appropriate amounts of food and ensured they finish it.

We also launched a food waste composting program to turn our kitchen scraps into a nutrient-rich landscaping compost, preventing approximately 900 kg of unfinished food a day from being sent to the incinerator.