



Success Story - Wing Ka Shing Knitwear Co., Ltd. of Dongguan

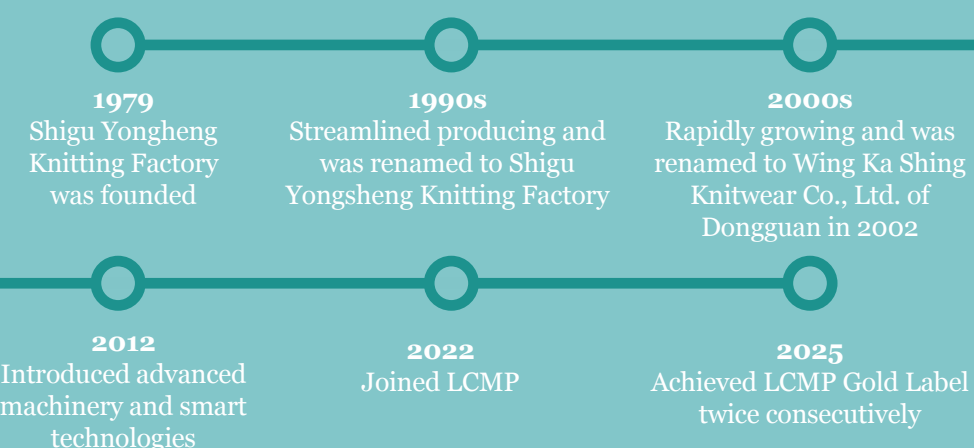
From Humble Beginnings to Sustainable Growth

“We welcome any comments and visits from professionals and authorities, because only then can we keep improving and strive for better success.”

That is the message the factory manager – Mr. Sam Liang brought out during the interview. WWF-Hong Kong had a chance to visit Wing Ka Shing Knitwear Co., Ltd. of Dongguan (Wing Ka Shing), and to sit down with their factory manager and production employees to learn about their sustainability journey.

As soon as we stepped into the guest room, we noticed thoughtful environmental touches—soft lights that conserve energy, warm yet comfortable air conditioning, and signs encouraging staff to reduce waste and save energy. During lunch hours, the lights were completely turned off, reflecting the factory’s commitment to energy conservation. These small but impactful details reveal the factory is dedicated to making a difference, both in their operations and in protecting the environment.

Wing Ka Shing’s development history:



Wing Ka Shing, founded by Mr. Lee Yuk Kong, began in 1979 as a small knitting factory in Dongguan. The company expanded gradually, then more rapidly. They underwent a significant transformation in 2012, marked by the introduction of advanced machinery and smart technologies to enhance efficiency and quality. In the late 2010s, they started implementing eco-friendly practices and becoming more sustainable.

In 2022, Wing Ka Shing joined WWF-Hong Kong’s Low Carbon Manufacturing Program (LCMP), and has achieved the scheme’s Gold Label in two consecutive verifications, confirming their commitment to responsible manufacturing.

Mr. Ming Lee, the Managing Director of Wing Ka Shing, specially arranged for their factory manager Mr. Sam Liang to have a face-to-face interview with us on the day of the visit. Mr. Liang has over 30 years of experience in the garment industry and has been with the company for around 20 years. The following interview has been edited for length and clarity.



Mr Liang:

During the interview, he brought out that as clothing is an essential human need, therefore this industry is and will remain indispensable. However, overcapacity is commonly found among manufacturers which makes the field very competitive. Driven by government policies, customers’ expectations and market trends, the industry has increasingly embraced environmental initiatives. To remain competitive, they must continue advancing in environmental, social and economic dimensions.

WWF-Hong Kong: Maintaining a balance between environmental, economic and social development is a common challenge for many companies, particularly balancing environmental sustainability and economic growth. How does Wing Ka Shing navigate this?

Mr Liang:

US tariffs are hitting our industry hard. It is challenging as most of our clients are from the US and Europe. We are fortunate that management still prioritises strategic sustainability. They understand the importance of long-term development and are willing to invest in environmental projects with reasonable payback periods.

For example, in 2023, our factory invested 1.4 million RMB in building a solar power system, and in 2025, an additional 6.58 million RMB was allocated to expand it. Currently, the solar system supplies around 40% of the factory’s needs, reducing carbon emissions by 2,687 tonnes.

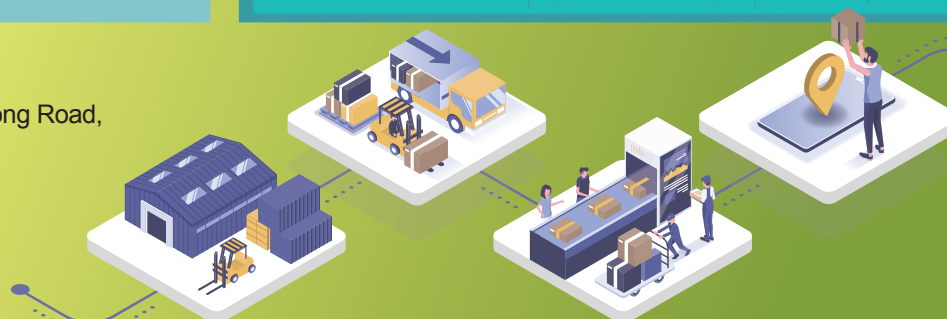
WWF-Hong Kong: What other practices have helped with your sustainability journey?

Mr Liang:

We monitor our water and energy consumption in real time. This allows us to quickly identify any unusual spikes in usage, understand the reasons and address issues promptly to minimise waste. We also conduct regular preventive maintenance on equipment, ensuring it operates at optimum efficiency and extending its lifespan.

Contact the LCMP team

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Solar Panels

Mr Liang:

We have also replaced traditional motors with variable frequency motors for our laundry and production equipment; and installed a boiler heat recovery system that captures heat from the exhaust steam and uses it to preheat boiler and shower water. These initiatives have significantly enhanced both energy efficiency and sustainability efforts.



A Recovery Steam Storage Tank



Dryers with Variable Frequency Motors



A Real Time Monitoring System

WWF-Hong Kong: Has the LCMP helped you on your journey?

Mr Liang:

Yes, absolutely! Besides advising and supporting us on energy-saving measures, equipment upgrades and the procurement of energy-saving facilities, the LCMP has encouraged us to engage our staff and suppliers in our sustainability initiatives.

We actively involved our team in establishing both short-term and long-term targets. From 2019 to 2024, our goals were to reduce total carbon emissions by 3%; carbon emissions from natural gas by 6%; from septic tanks by 8%; and from electrical facilities by 8%. We got all staff involved and successfully achieved these targets.

Expectations are high, and achieving sustainability goals is crucial for us. Our progress has been good so far, and we are on track and committed.

WWF-Hong Kong: How does your factory improve staff engagement?

Mr Liang:

Employee participation is crucial. We provide interactive training sessions to make sustainability content easier to grasp. We also use personal experiences to help drive home the importance of sustainability. For example, we might mention that this year has been particularly rainy and that the weather has been getting hotter over the years. They've personally felt this, and it's impacted their work in the factory. These firsthand experiences connect with them, raising their awareness and increasing their engagement.

Management also encourages staff to provide suggestions and rewards useful proposals; and gives updates on the latest sustainability trends and information through our official platforms.



An Environmental Signage around the Factory

We also got to speak with two long-term company employees: Mr Wang, a team leader in the ironing department; and Ms Feng from the linking department.

WWF-Hong Kong: Has the company provided any practical sustainability training, and is it hard to follow?

Mr Feng:

Yes, and no it is not difficult to follow. Management explains the practices, and there are signs around the factory outlining all the steps. Sustainability is also a global trend, and we can easily access information online. If any coworkers do not follow the procedures, we all remind them to do their part.

Mr Wang:

Management holds quarterly training sessions for each department. We also learn about sustainability through external training and case sharing. Over the years, I've seen significant improvements in the factory. For example, our boiler was upgraded from burning coal to firewood, then to oil, and now to natural gas. The old boiler emitted a lot of smoke and the new boiler doesn't, which has improved our working environment.

There are occasional challenges – some older staff aren't open-minded to new ideas and we need to patiently explain all the details to ensure they understand their importance. Successful sustainable development also requires upgrades to both technology and facilities.

Each of our interviewees also mentioned they apply the sustainability lessons they learn at work to their households and discuss their learning with their friends and families.

Wing Ka Shing's journey shows how a manufacturing company can integrate sustainability into its core operations while maintaining growth and competitiveness. They also envision a future where each product is labelled with its information about carbon emissions, helping boost the competitiveness of environmentally friendly products. As Wing Ka Shing continues to innovate and prioritise environmental initiatives, they are providing an inspiring model for the industry – proving that responsible manufacturing is good for the planet and increasingly vital to business success.

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