



YOUR MI\_\_ING PIECE\_  
IN THE ENVIRONMENTAL,  
\_OCIAL AND  
GOVERNANCE PUZZLE



DESIGN STUDIO MZ+MM  
無狀無名設計事務所



UNLEASH AN AESTHETIC POWER OF DIFFERENCES

CONCISE IMPACT FACTSHEET 2020-22

# DESIGN STUDIO MZ+MM

無狀無名設計事務所

**Incubating SEE Mark**  
No. SEE 0114



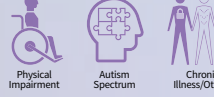
**SE Tree Mark**



**Primary Beneficiary**



**Secondary Beneficiaries**



Non-Resident Partner (NRP) of **Dream Impact**



Associate Member of **Fullness Social Enterprise Society**



Organisational Talent in **Jockey Club Platform for Inclusion**



We support **Sustainable Development Goals (SDG)**



**Our Finance**



**Design Studio MZ+MM** is a Hongkong-based work integration social enterprise, which provides diverse graphic design services. Our team embraces hearing designers and the People with Disabilities (PwDs).



🏠 Suite 2403, 24/F, Million Fortune Ind. Centre, 34-36 Chai Wan Kok Street, Tsuen Wan, N.T.  
 🏠 @Dream Impact, Unit C, 4/F, 760 Cheung Sha Wan Road, Kowloon  
 ✉️ [regards@designbypods.hk](mailto:regards@designbypods.hk)  
 ☎️ (852) 6557 3346    🌐 designbypods.hk  
 📞 (852) 6557 3346    📺 designbypods-hk  
 🌐 [designbypods.hk](http://designbypods.hk)    📱 @designbypods.hk



**OUR VISION**  
Conform a true inclusion — socially, culturally & commercially



**OUR MISSION**  
Map out career paths for designers with disabilities; not just create entry points



**SOCIAL AIM**  
Nurture PwDs' (covert) visual strengths and aesthetic, helping them to be prepared in the workforce

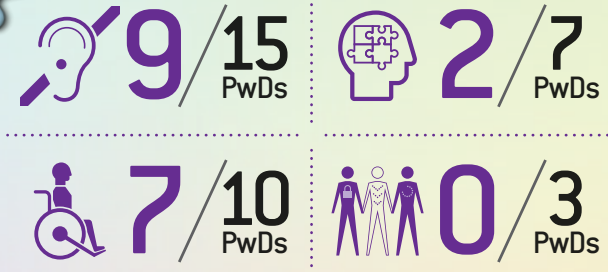
WHY	HOW	WHAT
<ul style="list-style-type: none"> <li>• Creative PoDs is disadvantaged/underprivileged</li> <li>• Often mismatched employment or referral of inapt job happens</li> <li>• Ineffective mechanism of bureaucratic agencies</li> </ul>	<ul style="list-style-type: none"> <li>• Precise tutورشip in a creative methodology</li> <li>• Discover PwDs' strengths by shadowing; thus nurture them</li> <li>• Ineffective mechanism of bureaucratic agencies</li> </ul>	<ul style="list-style-type: none"> <li>• Individual impact: Esteem needs and self-actualisation according to the Maslow's Hierarchy of Needs</li> <li>• Societal impact: foster Diversity, Equity &amp; Inclusion with all stakeholders together</li> </ul>

**SOCIAL OUTPUTS & OUTCOME**

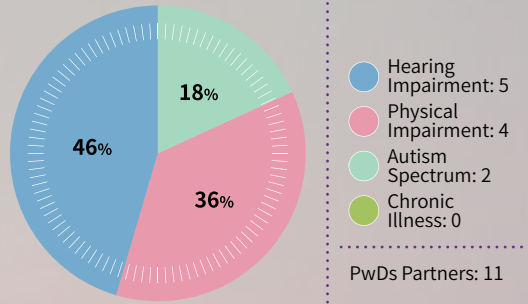


**DIVERSITY, EQUITY & INCLUSION**

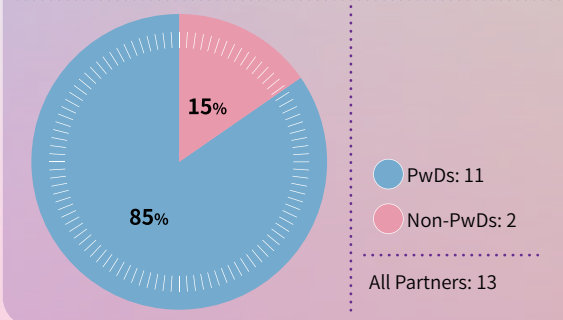
Accumulated Number of All PwDs Worked Together vs Engaged All-time



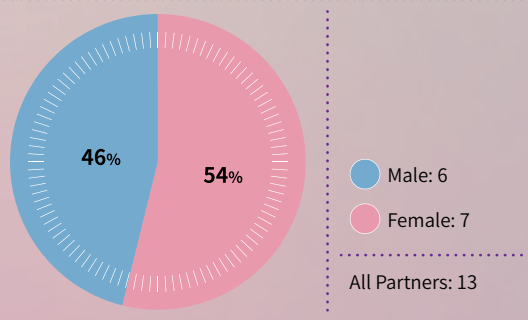
**DIFFERENCES OF OUR CREATIVE PWDS**



**STATUS OF OUR CREATIVE PARTNERS**

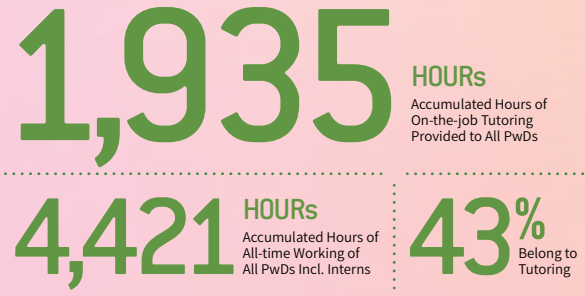


**GENDERS OF OUR CREATIVE PARTNERS**

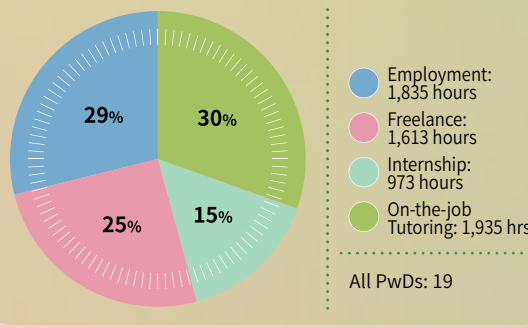


**WORK HOURS & TUTORSHIP**

Accumulated Hours of On-the-job Tutoring vs All-time Working



**STATUS OF WORK HOURS FOR ALL PWDS**



# DESIGN STUDIO MZ+MM

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Our ESG solutions embrace vast added social values. Check into <https://designbypods.hk/esg>

## DIVERSE DESIGN SERVICES

**Design Studio MZ+MM** offers multi-discipline design services that fit into many necessities of different kinds of corporation. Check into our ESG web pages or contact us for further details >>>[ESG web page](#)



### Infographics & Iconography

- Systematic integration
- Analytic mindset

## DIVERSITY, EQUITY & INCLUSION

Our inclusive team is largely formed by members with different skill sets as well as belonging to a variety of disability groups. See our DE&I metrics >>>[ESG](#)

## UNCOMMON INITIATIVES

Referring to CIC's profit sharing model, we will re-invest 35% of our net profits into social innovation that benefits creatives with disabilities >>>[ESG](#)

## ECLECTIC CREDENTIALS

All deliverables are co-created by members of our inclusive team as well as our senior creative fellow. Our credentials are one of a kind and show the quality of inclusiveness >>>[ESG](#)

## OUR MEDIA COVERAGES

[ 2023-2-05 ] [RTHK Channel 1](#)  
“Care For Disabled” Live Interview



[ 2023-1-14 ] [RTHK TV Channel 31](#)  
“Inclusive HK” Short Interview



[ 2022-12-31 ] [AM730 Daily](#)  
“原來你咁叻” Column Interview



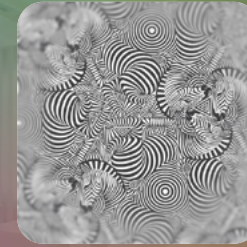
### Publication Typesetting

- Typesetting concentration
- Versatile design
- Additional specialties



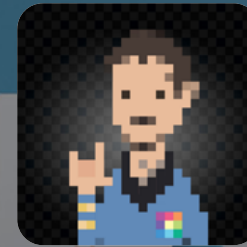
### Customised Illustrations

- Multifaceted styles
- Tutoring capability



### Avatars for Organisations

- Internal usages
- Ad hoc purposes



Above are part of our portfolio. For details, check into our portfolio pages >>>