

Our People

With operations stretching around the world in 45 countries, Hutchison Whampoa's 182,000 employees are fundamental to our success. They are also the ambassadors of our many brands and businesses. Most importantly, Hutchison Whampoa, as a dynamic and innovative enterprise, encourages employees to be proud of their personal achievements and their company.

Emphasis is placed on the quality and abilities of the Group's employees with continuing education, training and development actively encouraged through a wide variety of schemes and programmes.

Our values

The values we encourage in our people are: candour, courtesy, courage, an ability to deal with change and respect for humanity, personal dignity and privacy. Our employment policy around the world is to find the right person regardless of race, colour, sex or religious belief. As a company operating in 45 countries with an even greater number of nationalities working for us and a global outlook, we embrace diversity.

Code of Conduct

Our staff are also expected to adhere to the highest standards of ethical, personal professional conduct. The importance of ethical behaviour is spelled out in the Code of Conduct booklet provided to every employee.

Sharing our success

Hutchison Whampoa's remuneration policy is to meet market rates for all employees. Creative and entrepreneurially-minded employees who contribute ideas that work are rewarded.

Managers are rewarded for good performance through a system that provides both security, through the fairness of a guaranteed basic salary, and challenge, with a bonus system that emphasises performance, enabling every manager to contribute to a standard of performance agreed with the company.

A wide range of benefits and discounts are available for our staff to enjoy when shopping or using services at the wide range of Hutchison Whampoa retail outlets and service providers. These benefits are successful in rewarding employees, fostering pride and encouraging loyalty.

All our employees receive medical, life and disability insurance. Our pension schemes provide our people with security and comfort in retirement.

Developing our people

We believe in allowing our people to develop their true potential. Assisting employees to reach their goals involves development and training. Hutchison Whampoa provides extensive training for employees. These range from management programmes and executive coaching, to language skills and professional development. Given Hutchison Whampoa's wide array of businesses, training is spread across many fields from the "Commercial Battlefield" series for executives at



- *The Sports and Family Day is an important annual event for HWL staff across the globe to get together to know one another better.*

PARKnSHOP, wine tasting for our wine employees at retail outlets, service and sales training for front-line employees in our telecommunications division, to diploma programmes in vocational fields for employees of the property group. Hutchison Whampoa's Training Centre also has an e-Learning service that provides employees with opportunities to study online through a web portal.

Our global operations also provide employees with opportunities to not only work in different cultures but

also to gain exposure and experience with the latest technological developments and trends.

Fostering Pride

A host of activities are conducted at Hong Kong headquarters and at operations around the world to encourage a sense of "family" at Hutchison Whampoa. The highlight is the annual sports and family day held in Hong Kong, at which all business operations host displays and activities in a fun atmosphere for the enjoyment of all our people.