

# Employee Relations

The success and future growth of the Group depend upon the contributions by the employees. With operations in 54 countries and over 200,000 employees worldwide, our greatest asset has always been the people behind our products and services. That is why we have long ago established a heritage of maintaining good employee relations that helps contribute to our high motivation, morale and productivity.

Staff development is one of the Group's core values. The Group provides a comprehensive training programme to address training needs at individual, departmental and company-wide levels. These training and staff development programmes are provided both in-house and externally by way of workshops, conferences and training programmes. We also offer an e-Learning service that provides our colleagues with the opportunities to study online through a web portal.

Our commitment to equality of opportunity and diversity is deeply rooted. The Group is an equal opportunity employer and as such, our employment policy around the world is to find the right person regardless of race, colour, sex or religious belief. With global operations in 54 countries, we value diversity and encourage all colleagues to use their skills, knowledge and creativity to achieve excellence.

Our remuneration policy has been designed to deliver market-based, performance-driven pay in all segments of our business portfolio, and to reward appropriately our highest contributors. Salaries and benefits of the Group's employees are kept at competitive levels and they are rewarded on a performance related basis within the general framework of the Group's salary and bonus system, which is reviewed annually. We provide all our employees with medical, life and disability insurance. In addition, our pension schemes provide our employees with security and comfort in retirement. Employees of the Group also enjoy a wide range of benefits and discounts offered by our group companies. These benefits are successful in rewarding employees, fostering pride and encouraging loyalty.

We work to foster an atmosphere of harmony and encourage a sense of "family" among employees. The annual sports and family day held every autumn at the Hong Kong headquarters provides a unique opportunity for our employees around the world to get to know one another, to enjoy a beautiful Sunday, to do some exercises and most important of all, to have fun together.



● *The annual sports and family day helps foster harmony and a sense of belonging.*