

Social responsibilities

As a global company, Esprit believes in developing and maintaining sustainable relationship with all its stakeholders. We demonstrate our commitment to our employees, business partners and customers by ensuring a healthy and innovative working environment.

Responsibilities to Employees

Esprit recognizes the importance of human capital and that our continued success depends on the commitment, enthusiasm and energy of our staff around the world. We are committed to developing a positive and respectable working environment that encourages collaboration and cooperation between employees. The Group promotes inter-company communication and we welcome ideas and feedbacks from our staff. Through quarterly newsletters and the Group's global intranet, we aim to improve company-wide communication and connect our 8,400 plus employees around the world to the Esprit family.

We strive to be an attractive company for the talented and motivated. The Group places heavy emphasis on staff training and development to capitalize on the potential within every one of our employees. The Group readily provides resources for the organization of workshops and seminars. Our remuneration package is performance based and takes into account business performance, market practice and competitive market conditions. To ensure staff members are rewarded on a clear and fair basis, an annual performance and salary review system had been adopted. Share options and discretionary bonuses are also granted to staff that deliver outstanding performance.

Responsibilities to Business Partners

At Esprit, we aim to develop and maintain long-term relationships with our business partners based on openness, honesty and trust. We seek to understand their business needs and aim to provide mutual support to ensure establishing sustainable business partnerships.

We are committed to conducting business in a responsible and suitable manner. Our vendor compliance manual offers suppliers strict guidelines in regard to child labor, workplace safety, working hours and compensation based on national labor laws and international best practices. Social audits were carried out to foster the majority of suppliers in achieving and maintaining these guidelines.

We are a member of the Business Social Compliance Initiative (BSCI) established by the Foreign Trade Association (FTA). We emphasize our dedication to the BSCI principles such as compliance with human rights and minimum social standards by communicating such principles to our vendors across the world.

Responsibilities to the Community

Through grants, donations in kind and volunteering activities, Esprit and its employees worldwide take pride in making significant contributions to the community. Employees have responded enthusiastically to a variety of relief initiatives organized by charitable organizations, such as the Hong Kong "Walks for a Million" organized by the Community Chest.

Throughout FY2005/2006, Esprit supported various charity organizations across the globe by making generous donations. We donated to The Community Chest's Corporate and Employee Contribution Program to benefit the youth leadership program organized by its member agencies. We also pride ourselves on our donations to support the construction of 4 primary schools in China.

In supporting a fund raising campaign initiated by the FIFA World Cup 2006™ in association with SOS-Children's Village to build six new Villages for children across six countries, Charity wristbands were sold in Esprit stores and Esprit donated 1 Euro from every wristband sold to SOS-Children's Village. Esprit also supports human and social commitment projects such as Regenbogenland Children's Hospice in Germany, a place of peace and rest for seriously ill children and their families; and SOS Kinderdörfer, providing a home and education for orphan children as well as Jugendsport Rot-Weiss Essen, an institute for youth sports.

