

# GROW WITH CARE

At NWS Holdings, we regard the well being of our staff, our customers and the society as being of paramount importance.

For this reason, we continue to be an enthusiastic supporter of positive human capital policies and community care-focused initiatives.



## Human Capital

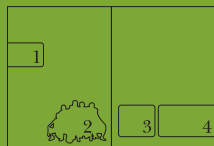
# OUR PEOPLE ARE OUR SUCCESS



NWS Holdings views its people as being its most precious asset and encourages employee learning and pride. We also continually invest in optimizing staff performance, whilst encouraging staff to strive for a better work-life balance.

### ENHANCING EMPLOYEE ENGAGEMENT

Cultivating pride across our 42,000-strong team across Hong Kong, Mainland China and Macau remains our top priority.



1. Together we strive for the best
2. Team building in sports competitions
3. Staff showed their talent in the NWSH Singing Contest
4. The Corporate Song was launched at the NWSH Fun Day 2006

To further enhance staff engagement, in early 2006 we introduced a Corporate Song expressing our shared passion for excellence and team spirit. Entitled *Create a New Day*, the song's lively lyrics and music mirrors our progressive vision and values. Some 500 staff members including everyone from Group directors to frontline staff participated in the recording and filming of the song's video.

The Group has always recognized the importance of proactive communications. Our *New Voice* and 《創建集》 newsletters and corporate intranet are examples of how we keep our team abreast of key developments. We also operate a stimulating Staff Suggestion Scheme where staff can express their opinions to the management.

### ENCOURAGING LIFE-LONG LEARNING

We believe that learning is a life-long process and are determined to optimize skills by providing comprehensive training courses for staff at all levels.

During FY2006, our Training and Development Department conducted more than 6,000 hours of special training classes, covering quality management, computer applications, language and occupational health and safety. More than 1,100 employees benefited from the 82 classes conducted. We also hosted an annual Management Conference where the senior management from Corporate Office and SBUs exchanged insights and information in open forum.

Relaxing lunchtime talks on leisure-related topics are yet another way in



which we deliver on our promise of a culture of continuous improvement. This year, subjects covered included stress management, memory enhancement and skincare.

Our staff also enjoy access to a mini in-house library and NWSH Reading Club. Established in mid-2006, the Club offers booklovers a leisurely atmosphere to share their reading experiences and encourage mutual learning.

### REWARDING AND RETAINING QUALITY PEOPLE

Our commitment to hiring, retaining and rewarding high-quality team members is reflected in performance-driven remuneration packages for all staff. In addition to market-competitive salaries and benefits, exceptional employees receive attractive, performance-related bonuses. In order to encourage more effective leadership, we also offer share options for the senior management.

### CARING FOR EMPLOYEES' WELL-BEING

We continually strive to enhance our team's professional competencies and work-life balance.

The NWSH Sports and Recreation Committee organizing activities such as football, snooker, volleyball and singing contests plays a vital role in this area. The most popular event of all proved to be the Group's annual Fun Day, which attracted nearly 5,000 staff and family members.

The NWSH Sports Yearly Grand Award rewards the Group company who demonstrates the best teamwork by actively participating in sports activities each year. The Award also strengthens staff relations by promoting a competitive yet harmonious bond among the Corporate Office and SBUs.

We understand that a balanced and healthy lifestyle is the key to outstanding performance. To this end, we hosted a series of relaxing events such as Tai Chi, Yoga, cooking classes and lunch-hour massage session. Other key activities included a staff outing and the second year of a health-enhancing "Fruit for Care" campaign in which all staff received fruits.

### RECOGNIZING AND REWARDING TALENTED INDIVIDUALS

Attracting and retaining outstanding talent is essential for our sustained growth.

Presented at the NWSH Award Presentation Ceremony, the NWSH Outstanding Employee Grand Award recognizes exceptional team members. In addition to boosting staff pride, the Award helps foster mutual learning and respect among all Group companies. Open to all managerial, office and frontline staff in Hong Kong, Mainland China and Macau, the Award reflects the high value we place on talent in all areas of our operations.

We are determined to strengthen our existing talent pool to ensure our sustained success. For the third successive year, our Management Trainee Programme has recruited high calibre graduates from local and overseas universities to groom them as future leaders. The three-year programme offers participants an unrivalled understanding of different aspects of our business and management.

