

# Employee Relations

Behind every successful enterprise, be it big or small, there is always a common element – an efficient workforce. We recognise the importance of good employee relations, which is imperative to the continued growth of the Group as a leading multi-national corporation.

The Group is fortunate to have in its employment more than 220,000 people who are devoted to working towards the common goal of ensuring the long-term success of their respective operations. We are committed to providing a safe, effective and congenial work environment for our people at all levels, with advancement opportunities for those with capabilities and dedication. We invest in their professional growth as well as personal development as we believe in growing this valuable resource in the same way we grow our businesses worldwide.

## Development

Our employees can learn what it takes to succeed through a wide range of internal and external training courses to develop their business expertise and skill sets. We have implemented an e-learning programme to enable our employees to acquire knowledge in a self-paced and fun process. In addition, the Group's different companies will from time to time work with external human resource experts to design and develop training programmes that best meet the specific needs of our diverse business operations. We also encourage our employees to enroll in professional courses to acquire new skills or attain industry recognition and add value to their personal development. Employees can apply for either education subsidy or study leave for courses relevant to their present jobs or functions.

## Diversity

We embrace diversity, which is manifest in our culturally diverse workforce spanning 56 countries. Our human resource managers across the Group are charged with the responsibilities to ensure all employees and applicants enjoy equal opportunities and are treated with fairness.

## Remuneration

We value talented people and believe in rewarding employees according to their performance and productivity. The Group reviews every year its remuneration scheme and seeks to ensure its compensation packages are competitive in respective local employment markets. We provide our employees with comprehensive medical, life and disability insurance plans and retirement schemes. Our employees also enjoy a wide range of product and service discounts offered by various Group companies.

## Fellowship

In an effort to enhance the sense of belonging and fellowship among employees, we organise numerous employee activities throughout the year. In particular, the group-wide sports and family day in Hong Kong provides an opportunity for our employees to get to know one another better. Employees and their families are treated to a day packed with fun games. Some group companies will use this occasion to showcase their new products and services by setting up exhibition or game booths that aim at creating a carnival atmosphere for all to participate and enjoy.



The annual sports and family day enhances the sense of belonging and fellowship among employees.

The Group's European colleagues enjoy various relaxing and educational activities at the Drogas "Sun and Fun Day".

