

## » Employee Relations



- More than 7,000 staff and family members of the Group enjoy a relaxing and happy fun day at Ocean Park in Hong Kong.

Across the Group, the success and growth of each business relies on a common denominator – our greatest asset, the employees. The Group is fortunate to have approximately 230,000 dedicated individuals working to reach new heights in their respective businesses. The unique contributions of each employee form the pillar behind the long-term success of the Group as a world-leading multi-national corporation.

As the Group grows its businesses around the world, advancement opportunities abound for the dedicated and motivated. We invest heavily in our employees' professional growth as well as personal development and are committed to providing a safe, effective and congenial work environment for all our staff.

### Development

Our employees are encouraged to expand their business expertise and skill sets through a wide range of internal and external training courses. Our e-learning programme, easily accessible through a web portal, gives our employees a flexible tool to learn at their own pace. Education subsidies or study leave applications are also available for employees looking to deepen their knowledge on topics relevant to their jobs or functions.

### Diversity

We embrace diversity. With a workforce spanning 56 countries, the Group has the luxury of tapping the global labour market to find the best person for each job regardless of race, colour, gender, or religious belief. Our human resources managers across the Group are charged with the responsibility to ensure all employees and applicants enjoy equal opportunities and are treated with fairness.

### Remuneration

We believe in investing and rewarding employees according to their performance and productivity. The Group reviews its remuneration scheme annually to ensure the packages are competitive. Our employees enjoy comprehensive medical, life and disability insurance plans and retirement schemes and 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. Recognising the diverse interests of our employees around the Group, we took great strides to organise a variety of programmes of various scopes and genres for their enjoyment. In addition to promoting camaraderie and fellowship across Group companies, these activities provide opportunities for our employees and their families to serve the local community.



- Staff from Latvia, Lithuania and Estonia participate in the annual Sun and Fun Day held by Drogas.