

Employee Relations

The hard-work and dedication of employees throughout the Group are the foundations to the success and growth of the company. With over 220,000 dedicated individuals, the Group's businesses have continued to break new ground in 2008 while establishing the framework for the long-term success of the Group as a world-leading multi-national corporation.

Development and advancement opportunities abound for dedicated and motivated employees as the Group expands its businesses world-wide. The Group's companies invest heavily in their employees' professional growth as well as personal development. Furthermore, the Group is committed to providing a safe, effective and congenial work environment for all our staff.

Development

The Group provides a wide range of internal and external training courses as well as e-learning programmes so that employees can expand their business expertise and skill sets. Furthermore, tailor-made programmes are developed to help employees meet the ever-changing challenges of the marketplace. Education subsidies or study leave applications are also available for employees looking to deepen their knowledge on topics relevant to their jobs or functions. The Group believes that investment in its employees will pay dividends to the company's success in the long term.

Diversity

Diversity is ingrained in the Group. Spanning 54 countries, the Group attracts the top talent irrespective of race, colour, gender, or religious belief for its different posts. The Group holds firm to its policy of ensuring all employees and job applicants enjoy equal opportunities and are treated with fairness.



● More than 400 Drogas employees from all the three Baltic States (Estonia, Latvia and Lithuania) gather for the annual Sun & Fun Day.



● Approximately 7,000 HWL employees and their families enjoy a fun-filled day at Ocean Park in Hong Kong.

Remuneration

In a highly competitive market, investing in and rewarding employees according to their performance and productivity is crucial to retaining talent. The Group reviews its remuneration scheme annually to ensure remuneration packages are competitive. Our employees enjoy comprehensive medical, life and disability insurance plans and retirement schemes. To promote camaraderie across the Group, employees are also privy to a wide range of product and service discounts offered by various Group companies.

Fellowship

Furthermore, to enhance the sense of belonging and fellowship among employees, the Group organises numerous employee activities throughout the year. A variety of programmes of various scopes and genres were organised for their enjoyment. They ranged from opportunities to improve relationships with colleagues and their families across the Group to activities that serve the local communities.