

Employee Relations

With the hard work and dedication of employees throughout the Group, the Group was able to sail through the financial tsunami and focused on the long-term growth and success of the Company. With approximately 220,000 dedicated individuals, the Group's businesses made considerable headway in 2009 and continued to build the foundation while establishing the framework for the long-term success of the Group as a world-leading multinational corporation.

Dedicated and motivated employees have development and advancement opportunities as the Group expands its businesses worldwide. The Group's companies take heed to invest in their employees' personal development as well as their professional growth. Furthermore, the Group is committed to providing a safe, effective and congenial work environment for all our staff.

Development

A wide range of internal and external training courses, as well as e-learning programmes, is available to employees to expand their business expertise and skill sets. Furthermore, tailor-made programmes 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 investing in its employees will pay dividends to the Company's success in the long term.

Diversity

Diversity is second-nature to the Group. Spanning 54 countries, the Group attracts 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.



■ HWL employees and their families in Hong Kong enjoy fun and games at the HWL Group Orienteering Competition in October.



■ A sunny hike to Lantau Island, Hong Kong is one of the many activities organised by ASW for its staff.

Remuneration

Investing in and rewarding employees according to their performance and productivity are crucial to retaining talent, especially in a highly competitive environment. Amid economic downturns, high-quality talents will not only help the Company weather the storm, but also position the Company to take advantage of opportunities when times get better. 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 also enjoy a wide range of product and service discounts offered by various Group companies.

Fellowship

Numerous activities are organised throughout the year to give employees the sense of belonging and fellowship. A series of programmes of different genres was organised; and these programmes ranged from opportunities to improve relationships with colleagues and their families across the Group to activities that serve the local communities.