

Staff and Community

Employee Development and Compensation

As of 31 December 2009, the Group was staffed by a total of 1,732 employees for the year, including directors' emoluments, of HK\$644 million.

We believe the quality of our people is crucial to maintaining a leadership position in the market. With this in mind, we seek to attract and retain talented individuals who are committed to achieving the Company's goals and objectives in a working environment that nurtures values such as fairplay, respect and integrity. Compensation packages are competitive, with individuals rewarded according to performance and an annually-reviewed framework of salary, working conditions, bonuses and incentive systems. Benefits include medical cover, provident funds, retirement plans, long-service awards and a share option scheme.

Heavy emphasis placed on career development manifests itself as extensive and ongoing training according to needs. We also encourage employees to take part in work-life balance activities and community service. During the year under review, these included employee outings, sport, volunteering and supporting charitable organisations.

Corporate Social Responsibility

As a socially-minded corporate citizen, we support numerous worthy community projects, charity programmes and environmental protection schemes. Since 2003, we have been awarded the Caring Company accreditation by the Hong Kong Council of Social Service in recognition of our community involvement and commitment.

Sponsorship of psychological rehabilitation project

Aiming to serve psychological rehabilitation efforts among survivors of the Sichuan earthquake, Hutchison Global Communications Limited ("HGC") sponsored the Sichuan-Hong Kong Psychological Health Information Network Programme organised by The Youth Foundation in June 2009.

Joining forces with China Telecom, HGC provided a cross-border transmission service, powered by our optical-fibre network connecting Sichuan and Hong Kong. The idea was to facilitate provision of "zero distance" psychology and medical consultancy in remote areas via video conferencing.

• A group of staff members enjoying great fun in an employee outing



• Organisation of team-building workshops to enhance team cohesion

Inaugurated in August 2008, our optical-fibre network at the Hong Kong-Shenzhen Western Corridor, along with several other cross-border routings, were able to connect medical experts with the needy and provide a distance-training in counselling.

Supporting community projects

Making our video-conferencing capability available to "Solar Project 2009" organised by Radio Television Hong Kong, HGC enabled Hong Kong Chief Executive Donald Tsang to boost morale among Form-5 students in face-to-face fashion in the run-up to release of HKCEE results.

Participation in the Education Bureau's "HWL Knowledge Quest Project" has included company visits for secondary students, with a view to providing a better understanding of our business and presenting the career development opportunities on offer.

Promoting environmental protection

Supporting for the World Wide Fund for Nature Hong Kong "Earth Hour" programme in March 2009 involved a SMS broadcast among customers and switching lights off among our 3Shops.

3 Hong Kong launched an environment-friendly mobile handset in October 2009. The model comes complete with recycled plastic casing and a low-electricity consumption battery, as well as "EcoMate" and CO₂ calculator features.

Supporting charity programmes

We continue to be a key corporate contributor to the Community Chest of Hong Kong in terms of fundraising events, while supporting the work of the Hong Kong Red Cross by organising blood donation sessions for our employees.

During the course of 2009, we have assisted a number of governmental, social and charitable organisations by publicising social welfare programmes, health promotions and fundraising events via SMS campaigns and bill-insert collateral. Among those served by us have been the Security Bureau's Narcotics Division, Department of Health, Civil Aid Service, World Wide Fund for Nature Hong Kong, Children's Cancer Foundation, Changing Young Lives Foundation and more.

• HGC sponsored video conferencing service for RTHK's "Solar Project 2009"



• Sponsored and supported the "zero distance" psychology and medical consultation for Sichuan earthquake survivors



• Active participation in the community services to help the needy