

Staff and Community



- The blood donation campaign is one of our many initiatives towards corporate social responsibility

Compensation and Employee Development

As of 31 December 2010, the Group was staffed by a total of 1,816 employees and made salary payments, including directors' emoluments, that amounted to HK\$646 million during the year ended 31 December 2010.

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 committed to achieving the goals and objectives in our working environment that nurtures values such as fair play, respect and integrity. Compensation packages are competitive, and individuals are 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 translates into extensive and ongoing training according to needs. We also encourage employees to take part in work-life balance activities and community services. During 2010, these included employee outings, sports activities, volunteering and supporting charitable organisations.

Community

In 2010, we continued to uphold our firm commitment to serving the community by organising charity programmes, supporting a vast range of social activities and we donated HK\$0.3 million to charitable organisations. We have been awarded Caring Company accreditation by the Hong Kong Council of Social Service for eight consecutive years, in recognition of our relentless efforts as a good corporate citizen.

Charity programmes

In a move to help the elderly maintain seamless communications with relatives, we initiated an Elderly Handset Donation Programme, in conjunction with the *Oriental Daily News*. Senior citizen-friendly mobile phones plus mobile service were donated to occupants at residential care homes for the elderly in 2010.

Throughout the year in 2010, we have supported social and charitable organisations in fundraising events, sports activities, health promotions and social welfare programmes – either in the form of cash or service sponsorship or provision of free publicity via Short Message Service (SMS) and bill inserts. Organisations that benefited include Children's Cancer Foundation, The

Community Chest of Hong Kong, Families of Spinal Muscular Atrophy Charitable Trust, Heep Hong Society, Hong Kong Red Cross, Médecins Sans Frontières (Hong Kong), the Security Bureau's Narcotics Division and more. Our staff members have also participated in blood donation sessions and voluntary community activities to help the needy.

Community projects

3 Hong Kong and Hutchison Global Communications Limited (HGC) were among the key sponsors of "Watsons 2010 FIVB World Grand Prix - Hong Kong" organised by the Volleyball Association of Hong Kong in August 2010. Making our mobile and fixed telecommunications services available enabled the organiser to deliver instant updates on game results.

In addition, 3 Hong Kong sponsored the "Visa go Hong Kong Super Shopper 2010" contest, organised by Hong Kong Tourism Board in October 2010 by providing all participants with smartphones and mobile service so they could receive shopping instructions and view Hong Kong-related shopping tips.

HGC also sponsored Team Green Walker in the Oxfam Trailwalker 2010 fundraising event in November 2010. All Oxfam Trailwalker participants were required to complete the 100km MacLehose Trail within 48 hours and our staff served food and refreshments at checkpoints along the walkway.



• Active participation in social services to help the children in need



• 3 donated senior citizen-friendly mobile phones and mobile services

Environmental protection

HGC launched a large-scale "Go Paperless" campaign in May 2010, as part of our long-term environmental strategy to reduce paper consumption, in the interests of conserving natural resources. This was a significant step in transitioning more customers to receiving electronic billing information via email or SMS, with the facility to check details online. The campaign helped reduce the negative impact associated with paper bills and served to demonstrate our ongoing commitment to conducting business in an environmentally-sustainable and responsible manner.

In terms of office building management, we use Nanoflex reflectors for illumination which helps to reduce the number of lighting fixtures and related electricity needs. We also installed building management system software to control air-conditioning and lighting system in an effective manner to promote energy conservation. Recycling and use of eco-friendly stationery, plus a series of measures to save paper and energy, achieved more efficient use of resources and reduction of waste. We also took part in numerous environmental initiatives such as the "Earth Hour 2010" programme organised by the World Wide Fund for Nature Hong Kong.