

Corporate Social Responsibility

Sustainability, Employees and the Community

Lei Shing Hong adopts a conscientious attitude to its environmental and social obligations, and follows sound business practices in terms of developing and retaining a professional workforce. The Group also welcomes appropriate opportunities to support the local communities in which it operates.

Environment

The key brands we represent adopt world-class standards of sustainability. DaimlerChrysler, for example, is actively involved in the World Business Council for Sustainable Development (WBCSD) and is playing a strong role in the WBCSD's Sustainable Mobility project. DaimlerChrysler protects natural resources by including renewable raw materials in its products and processes, by conserving energy, and by focusing on recycling possibilities during design and development. It also has a strong research focus on future sources of energy and environmentally compatible technologies. Likewise, Caterpillar, for example is active in re-selling officially-certified refurbished heavy equipment with warranties. This achieves important environmental benefits in terms of reducing waste and preserving energy and raw materials utilized in the initial manufacturing process.

Employment Policy

Lei Shing Hong has a professional and motivated workforce. It provides competitive remuneration packages to attract and retain the high quality employees that are an important ingredient in its continuing success. The Group's policy is to ensure rewards are commensurate with performance and the results delivered, and that rewards levels are market competitive. We evaluate our remuneration policies to ensure they are competitive. As part of an annual review of remuneration, we pay a discretionary bonus that reflects the performance and contribution of each staff member. The Group also provides additional benefits including medical insurance and, if an employee so chooses, an alternative retirement benefit scheme to the Mandatory Provident Fund. The Group is also active in training and development at all levels to ensure employees have the necessary skills and knowledge to fulfil their responsibilities in a professional manner.

Serving the Community

In 2004, the Group donated a Caterpillar generator set to Kunshan Chinese Medical Hospital in Kunshan. At the back of acute power shortage in Mainland China, the generator is helping to ensure this medical facility has access to a reliable source of electricity.