



## CULTIVATING TALENTS

Each year we invest significantly preparing our employees to be highly skilled, safety conscious and confident in their work environment. The Group has implemented the *Social Responsibility System Training Management Procedure* that stipulates the onboard training programme for new employees and professional training for different job functions. The training programme includes SA8000 standards, legal requirements regarding working hours, wages and benefits, company policies and procedures, safe operating procedures and labour protection procedures. In addition, we ensure that our special operations personnel have received the required statutory training and obtained relevant operating permits. In 2020, a total of 44,991 hours of training have been provided, giving an average of 33 hours per employees.



### Induction Training for Young Professionals

In May 2020, the Group organised a comprehensive induction training programme for new employees to help them become familiar with the operation of WTE projects and be more comfortable within their new roles. The training programme also teaches the new employees the technical knowledge of WTE processes and equipment, industry development as well as corporate culture and development strategies.

The training programme started with experience sharing from the project management team, and the new employees were then led by experienced employees to go through and visit different departments in the treatment facilities. The newcomers were also encouraged to participate in leisure activities to strengthen their relationship with the rest of the team.

