



Recruitment policy

For ground employees

Preamble

Cathay Pacific Airways Limited (the “Company”) endeavours to attract and retain individuals with the relevant skills, qualifications and experience to make a sustainable contribution to the success of the Company. It is also the Company’s primary objective to provide appropriate remuneration to individuals that reflects market trends and the Company’s ability to pay.

This document sets out the guiding principles for recruitment related matters to ensure processes and decisions are fair and justifiable.

Guiding principles

- Attract and retain the most appropriate individuals for the position;
- Where skills required are available locally, priority shall always be given to the local labour market before searching regionally or internationally;
- Departments may consider bringing in or retaining individuals from overseas if the special knowledge, skills or experience required are not readily available in the local market;
- Determination of the employment offer to attract and retain individuals shall be based on the prevailing terms and conditions of employment being offered in the market including market salary level, the Company’s ability to pay and the salary range of the relevant job. In this regard, the Company will aim to offer local terms to newly recruited employees or current employees being extended beyond normal retirement age regardless of where they originated;
- All processes and decisions shall be based on individuals’ competencies, skills and experience, and should comply with relevant policies and legislation.

Relevant policies

- [Compensation management policy](#)
- [Recruitment procedures & guidelines](#)

Notes

These guidelines do not constitute or impose any contractual obligation on the Company and nothing in this document confers contractual rights on any employee or individual. The Company reserves the right to amend or withdraw any part of this document at any time as it, in its absolute discretion, considers appropriate.