



Donation to Sanshui District Education Fund Committee

Donation in Conghua to help students receive education

Over the years, the Group has devoted to become an enterprise that is “energy conserving, environmental friendly and amicable to peers in the industry”. We have consistently performed our duties as a responsible corporate citizen who is concerned about the welfare of the public and sincerely contributes to the society. During the year, as the Group has been expanding its business nationwide, the responsibility and kindness extended to different parts of China together with our business development.

Social Charity

The Group and its affiliate companies have been actively contributing to social welfare activities and charities. This year we continued to make substantial donations to society in the total amount of RMB9.2 million for culture, education, medical service, hygiene, disaster relief and poverty reduction with a view of contributing to the society.

Environmental Protection

To protect the environment for sustainable development of the society is in compliance with the Group’s development concept of constructing “green buildings”. During the construction of our quality properties, the Group’s operation and management fully take into account environmental protection.

From the stage of project planning and design, properties developed by the Group fully follow the government’s promotion for creating a “resource conserving” society that our lands have been intensively utilized and environmental friendly designs have been widely adopted. We fully protect natural landscape and plantation and allocate a considerable proportion of area as green belt so as to integrate environmental design into original habitat harmoniously. The project of South Lagoon Guangzhou, for example, is built on a deserted quarry which was then severely ruined. After our four years effort, a large number of trees were planted on the hillsides. The area was restored to its natural and original appearance, and built into a residential community with fine scenery. The project was awarded “Guangzhou Restored Green Project Model” by the Guangzhou municipal government.

Corporate Citizen

In respect of construction materials, we have complied with the requirements set forth by the government by actively adopting new-type energy saving, and environmental friendly materials. In the course of construction, the Group strictly requires projects being constructed in a civilized manner. The Group provides contractors with environmental protection education, and supervises them to adopt environmental protection construction techniques, reduce consumption of natural resources, mitigate noise generated in construction, prevent the environment from pollution. As such all of the ecology, the owners and the peripheral residents of the community may benefit from the measures.

La Cite Greenville and Huadu Grand Garden, both the projects of the Group, were awarded “Guangdong Green Residential Area”, which represented a high degree of recognition by the government departments regarding the Group’s contribution to environmental protection.

Harmonious Community

As a member of harmonious community advocated by the government, the Group is aware of its great responsibility. As at the end of December 2006, the Group had more than 6,600 employees, and the number of households living in our self-developed properties amounted to over 31,400. Hence, the operation of the Group has been connected directly with the interests of ten hundred and thousands of families and people.

Together with the government, the Group is actively engaged in establishing the “harmonious communities”. Our completed properties have become the centers of cultural activities. Our property management companies have organized different types of community activities, which made great contribution to the community modernization. The Group has participated in many non-profit-making cultural activities of the government, such as games for owners in La Cite Greenville, and “New Year Concert 2007” in Heyuan.



Employees' Sports Day



In the closing ceremony of the Nanhai Project Property Owners' Sports Day, the children danced the joyous Bamboo Dance.



Competition on Popularizing Operation and Management Knowledge



Training on Enterprise Resources Planning



Training of new recruits



Year-end Awards for Outstanding Performances

Image of Good Employer

Human resources are the foremost resource of an enterprise. Agile Property is capable to develop rapidly because of the manpower strategy which excels its competitors as well as the persistent “people-oriented” concept and systems. Looking back on our development for over ten years, Agile Property has been regarding talents as the most important driving force of wealth and growth of the enterprise in the long run. The Company’s employees are currently deployed across the country. They are working in reliance upon their trust in the people-oriented culture of the Company, and their belief in the collective career, responsibility and ideal, which enables our continuing development.

Talent Recruitment

The Group insists on the People-oriented development approach. As such, we recruit talents to make a team of talent with reasonable and optimal composition. The Company has nearly a thousand of employees from different places of the country who have worked in the Company for over five years. In recent years, the Company has invested much to launch recruitment activities in campuses, cooperate with high tertiary institutes in training professionals, and go to medium and large cities such as Beijing and Shanghai for conducting the centralized recruitment nationwide. Annually, there have been over 1,000 staff newly recruited with different places of origins, qualifications, cultures and backgrounds. The Group has developed a localized talent base of diversification and professionalism.

Talent Training

An image of good employer and a system of “learning-type organization” staff may facilitate the development of employees and corporation. The Company put much emphasis on internal training and job-rotation for employees. A proportion of revenue generated from sales is used for the education programmes for employees, including educational qualification, professional skill training, management expertise training, etc. We have developed an optional function training system to help staff’s improvement. At the same time, the Company has

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established a hierarchical development plan for employees, which implements the directional and systematic training, offering its employees the opportunity of job-rotation and promotion. In fact, 80% of senior management were promoted from junior working level.

Incentive Scheme

The Group relies heavily on different incentive approaches to enable an efficient human resources management. Also, it continually optimizes and innovates the remuneration and welfare system to provide strong protection for core personnel. The Company makes use of information on remuneration surveys of relevant authoritative parties to review our internal remuneration system every year. We adopt different incentive schemes based on various kinds of professionals, and establish an appropriate appraisal system to create a fair competition, in which promotion or degradation only depends on performance maximizing the development opportunities for quality staff. Besides, we have provided various benefits to employees, including provisions of social insurance, building a staff village and providing preferential housing purchase offers. Special fund is allocated for diversified cultural activities for employees each year. In addition, we hold the ceremony of explaining our objectives to all employees every year. Through the competitive remuneration and welfare system, we have developed a deep communication culture, and strengthen our cohesive force and staff loyalty.

With the creation of people-oriented culture, fair and scientific appraisal system, classified and systematic training system, and reasonable and sufficient benefit allocation system, the Group has established a long-term win-win community between the enterprise and employees which drives up the growth of both parties.



Manliness of our security guards

Customer Service

Invariably, Agile Property upholds the idea of “serving customers at our best”, and strives to improve the quality of property management service increasingly. During the year, we further improved our service codes and standards, set up a professional supervisory team to enhance supervision of the service quality of each property company, and implemented a system to discuss and evaluate before and after office hours so that working experience may be shared in a timely manner. Meanwhile, 1,179 training sessions were held to continually upgrade the quality of work of relevant staff, and 202 activities were organized to create a wonderful and harmonious atmosphere for the community. Home owners’ level of satisfaction reached 98.77% for the year which has effectively promoted our brand name.