

EMPLOYMENT AND REMUNERATION POLICY

As at 30th September 2001, the Group employed a total of 221 employees, with 195 in PRC production sites and 26 in Hong Kong. The Group adopts a competitive remuneration package for its employees. Promotion and salary increments are assessed based on a performance related basis. Share options may also be granted to staff with reference to the individual's performance. However, no options were granted, exercised, or outstanding during the six months ended 30th September 2001 and up to the date of this report.