

As at the end of June 2002, the Group employed 11,940 people in its headquarters in Hong Kong and its principal subsidiary companies worldwide. The two main areas in which these principal subsidiaries operate are in Hong Kong and Mainland China, employing 4,205 and 7,518 staff respectively. Another 217 staff are employed primarily in Japan, Singapore and Canada. The total staff cost for the six months ended 30 June 2002 was HK\$646 million.

On an annual basis, CITIC Pacific reviews the terms and conditions of employment of its staff to ensure that the overall compensation and benefits are both internally equitable and in line with local norms and industry practice. The Group is promoting a culture of pay for performance and believes in rewarding employees in accordance with their contributions to the Group. In 2002 many existing forms of guaranteed and fixed bonuses have been replaced by discretionary performance bonus arrangements and this trend will continue, the Group has also undertaken a program to attain higher levels of performance through a series of efficiency enhancements.

CITIC Pacific is committed to providing a healthy organizational environment conducive to each individual's development. Employees are encouraged to commit to continuous improvement by taking responsibility for their own learning and development. Seminars and courses organized by professional institutions are sponsored by the Group to help employees improve job performance and prepare for future development. In-house training on product knowledge and skills training for all levels of employees are organized regularly. Where applicable, the Group arranges external service providers to conduct customized training programs on specific subjects such as managerial development and updates on new technology.

CITIC Pacific also believes in investing in our future generation. The Group has put in place various management trainee and apprentice training programs. It also participates in the Government's Youth Pre-employment Training Program and supports other institutional programs in society, such as the One-Company-One-Job Campaign.

The Group's overall policies on human resource management remain largely compatible with major employers in the territories it operates in. Details of the CITIC Pacific Share Incentive Plan 2000 and the granting of options are reported on pages 36 and 37.

截至二零零二年六月底止，本集團之香港總部及遍及全球之主要附屬公司共聘用11,940名僱員，主要集中在香港及中國大陸，僱員人數分別為4,205人及7,518人，其餘217人則受僱於日本、新加坡及加拿大之附屬公司。截至二零零二年六月三十日止六個月之僱員成本為港幣六億四千六百萬元。

中信泰富按年檢討屬下僱員的受聘條款及條件，確保整體待遇對內達致公平公正，對外則與業界水平不相伯仲。本集團的企業文化向以表現為獎勵基礎，並以僱員對集團的貢獻為本。於二零零二年，很多現有的保證花紅及定額花紅已以酌情表現花紅安排取代，而此趨勢將會持續。本集團亦計劃進一步促進員工的優秀表現，並透過一系列的措施提升效率。

中信泰富致力提供健全之組織架構，讓僱員各展所長，並鼓勵僱員工餘進修，不斷自我增值。本集團贊助專業機構舉辦各項研討會及課程，協助僱員改善工作表現，並裝備自己以迎接未來發展所需。集團亦定期為各級僱員開辦有關產品知識及技術培訓方面之在職訓練。在有需要時，本集團亦就管理及最新科技發展等特定課題向外聘請專家提供切合需要之培訓課程。

中信泰富對於培養人才亦不遺餘力。本集團設有多項管理見習及學徒培訓計劃，集團亦參與政府的青年就業前培訓計劃，並大力支持由社會上其他機構籌辦的計劃，如「一間公司一份工」計劃。

本集團之人力資源管理整體政策相對在集團經營業務的地區的大多數僱主而言大致相若。有關中信泰富股份獎勵計劃二零零零之資料及授出購股權之資料載於第36及37頁。