

HUMAN ASSETS



The Group has more than 20,000 dynamic and talented employees dedicated to advancing the quality and reliability of our operations. Our mission, philosophies and principles fully recognize the importance of human resources as our most valuable assets.

With a mission of establishing an internationally competitive world-class enterprise as our mission, we aim to attract, recruit and retain world-class management and technical people through offering well-structured remuneration, training and career development, as well as a stimulating empowering and caring work environment with open communication that enables employees to ensure the success and growth of the Group. Our staff remuneration policy is also reviewed regularly, making reference to current legislation, market conditions and both individual and company performance. In 2002, our leave policy, medical and life insurance policies were revised.

With "Generating Opportunities for Employees" as one of our philosophies, we are committed to our employees' career development. Successful development of human resources is critical to the achievement of corporate goals. The key to this success is the continued dedication of all employees to professional growth and achievement. In this respect, the Management has cultivated a corporate culture that encourages lifelong learning. The Group organises training courses on team-building, customer service, product knowledge, as well as provided staff with educational subsidises for courses that boost their professional skills. Counselling, coaching and encouraging employees' self-improvement throughout their career is the responsibility of every manager. Our final target is to ensure that our staff grows with us.

With "Trust and Teamwork" as two of our guiding principles, we promote teamwork across the whole organization, create a sense of trust and belonging. The Management places great emphasis on maintaining a pleasant working environment and fostering excellent relationships between all staff members and the Management. The Group also pays full attention to any grievances voiced by its employees and adheres to the principle of equal opportunity. Our principal focus is on health and safety, staff welfare, continual staff development, rewarding exemplary performance and maintaining effective communications channels.