

Magician understands that success is built on people. Our commitment to providing quality service to customers is fulfilled through our staff's professionalism and dedication. We recognize that development of our employees is most fundamental to the Group's growth and we therefore strive to optimize organizational performance through the application of human resources expertise.

### Staff Development

There is a 5,374-strong staff force employed under the Group in its various offices and factories in Hong Kong and Mainland China as at 31st March, 2003. Management skills workshops, practical seminars for knowledge update, on-the-job training and safety-training programs are constantly provided to its employees at different levels, helping them to develop the necessary skills for their jobs as well as educating them generally to meet unexpected contingencies.

### Remuneration and Rewards Schemes

To retain the most productive and beneficial environment for employees, the Group provides its staff with competitive remuneration packages that are commensurate with individual responsibilities, qualifications, experience and performance.

In line with its emphasis on performance and creating value, the Group offers a staff-incentive scheme. The scheme consists of granting share options and annual bonuses linked to performance and achievement.

### Special Taskforce for the Prevention of SARS

During the period since the outbreak of SARS in Hong Kong and Mainland China, the Group set up a special taskforce to combat this epidemic and introduced a series of stringent health-care policies to protect its staff and to ensure continuation of operation. This special taskforce, headed by the Assistant to the CEO, comprises representatives from all departments and is responsible for the overall hygiene of the work environment and the well being of all staff. Everyone of the employees made a personal pledge to accept responsibility for personal hygiene, by avoiding places with contagious elements and keeping a healthy diet with adequate sleep and exercises.

The Group is pleased to report that its battle against SARS has been extremely successful. The care attention and diligent work of all the staff together, specially dedicated to combating against SARS, has not only helped in safeguarding the health of everyone in the Group but has also enhanced our morale and spirit in cooperation.



## Employee Relations