



Back to Basic – People

create kinship and
teamwork spirit at all levels



Corporate Social Responsibility

The Group will continue to invest consistently to enhance our landscaping to achieve a higher percentage of “green coverage ratio”, at the same time always having been taken on the position as a responsible corporate citizen, who concerns about the well-being of the public and contributes to make the society a better living place for all by making generous donations to various areas including education, medical and health, social security, old age care, and poverty eradication. The accumulated donation exceeded RMB60 millions.

The Development of Employees

As at 31 December 2005, the Group has 1,488 (31 December 2004: 954) employees.

The Group have always valued every aspect of its staff, and creating teams of talented people have always been one of the key success factors for the Group. We have always focused on building a comfortable and ideal working environment for our employees, providing them with multiple paths of career development, hands-on training in both management and professional skills, preparing them for their future career advancements.

Every individual joining the team goes through an orientation which consists of corporate profile, culture, rules/codes and best practices. In addition to the orientation briefings, depending on job nature, the individual would go through a series of on-the-job training and management training program. On-the-job training looks to provide the individual with operational and procedural training while management training aims to provide fundamental management skills enabling further career development.

There are training programs at all levels, design to suit staff members at different stages of their career. For example, training programs such as activities jointly done with third party organizations, talks and lectures delivered by reputable guest speakers, all are ways to further ensure our employee’s personal skill and knowledge advancement.

The Group also organizes activities such as annual sports day for its staff to enjoy a day of recreational and fun events, encouraging physical exercise during the games while building friendships during competitions.

Environmental Protection

While the Group have experienced tremendous growth over the past 10 years, we have always kept environmental protection as one of our top social responsibilities. In the early days, the Group re-developed many areas in Guangzhou that were originally occupied by polluted and old factories. These efforts help transformed the presentation of the city while providing good quality homes to the public. “Green home” has always been a theme for many of our projects. We

will continue to invest consistently to enhance our landscaping to achieve a higher percentage of “green coverage ratio” in each of our projects. We also give our attention to energy saving and the use of environmental friendly building materials as an effort to provide residences a healthy living environment.

Our Property Management subsidiary helps provided a secure, comfortable, and quiet living area to our customers. We look forward to improving our management services following the ISO4001 standards as we envision ourselves creating the perfect “Green



Communities” with better living conditions for our residents.

Charity Donation

Since establishment, the Group have always been taken on the position as a responsible corporate citizen, who concerns about the well-being of the public and contributes to make the society a better living place for all. As the Group advances, it remains strong in social responsibilities, repaying the society by actively participating in charity programs. Throughout the past ten years, we have made generous donations to various areas including education, medical and health, social security, old age care, and poverty eradication. The accumulated donation exceeded RMB60 million. On 20 November 2005, Mr. Hui Liangyu, Vice President of the State Council, presented the “China Charity” award in person to Mr. Li Sze Lim at the China Charity Conference. The Conference was joint-organized by the National People Administrative Department and the China Chamber of Charity Association. This is an honour awarded to the Group for being a responsible corporate citizen.



03



04



05



06

- 01 Engineering Management training Program
- 02 Outdoor development training
- 03 Mr. Wei Liang Yu, Vice Premier of the State Council, has personally given a “China Charity” award to Mr. Li Sze Lim in the China Charity Conference, as organized by the China Chamber of Charity Association of National People Administrative Department
- 04 Mr. Li Sze Lim and Mr. Zhang Li hosted the inauguration ceremony of R&F Charity Building in December 2005.
- 05 To set up an English-teaching class for the Guangzhou Institute of Children's Welfare
- 06 Mr. Lu Jing, the Deputy General Manager of the Company presented the donation of RMB1 million to the China Chamber of Charity Association of National People Administrative Department for the people suffered the Tsunami of South Asia