

Human Resources

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Bringing Together Talents to Create Win-win Situation

In 2005, the Company successfully speeded up its progress in aligning the standards of its human resources management system and corporate management system with those of international energy groups. This effectively created a solid platform to secure the abundant supply of high quality talents to support the Company down the road to globalization by enhancing its competitiveness in the international market.

During the year, the Company continued to offer reasonable salary packages and ample training opportunities to provide the staff with sufficient room for career development and added incentives.

Innovating Ideas and Optimizing Management Model

To further enhance its competitiveness in respect of human resources, the Company started to work out its corporate competence models in a systematic manner under the human-oriented management principle. Various competence models, including core strengths leadership, professional and technical personnel and front line competence models, were designed for different ranks.

The establishment of these competence models served to provide guidance on our human resources management with a revolutionary mindset. It also helps to ensure that those who are recruited, selected and promoted are competent for the relevant positions in the Company. Besides, it facilitates the development of a more focused training system so as to nurture and develop our staff more strategically in a target-oriented manner. Moreover, we keep improving our performance review system so that the emphasis on positions will be gradually replaced by the emphasis on career development.



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Management Transparency and Professional Ethics

During the year, the Company continued to emphasize that all employees should be respected and treated equally and fairly.

During the year under review, the Company issued a series of policy documents, including the “Management Authority Manual”, “Disciplinary Action Policy and Associated Regulations”, “Code of Business Conduct and Ethics” and “Conflict of Interest Policy”. By doing so, we managed to further improve the standards and increase transparency of the relevant management systems and their information disclosures, and to raise the professional standards of our employees.

Comprehensive System and Reasonable Rewards

In the course of its pursuit of corporate growth, the Company keeps on improving its salary structure and incentive schemes to reward its staff in recognition of their performance.

During the year, we completed the “Compensation Administration and Adjustment Plan” and concluded the reform on our staff remuneration structure. Besides, we also introduced various incentive schemes, such as, among others, the “Project Team Incentive Scheme” and the “New discovery Incentive Scheme”. Such efforts help not only further regulate the existing system of staff remuneration and benefits, but also effectively motivate our employees at all levels to contribute more to the business development of the Company.

With respect to overseas staff, we continued to improve our remuneration policy to make it competitive in the international market. Besides, we also started to build up international recruitment database to support our overseas business expansion.



Staff Training and Long-term Development

The Company places great importance to the long-term personal growth of the employees. Therefore, we keep on designing versatile, practical and target-oriented training courses to develop the capabilities of the employees in a systematic and progressive manner.

During the year, apart from being active in recruiting external talents, we continued to strengthen internal training and personnel development. We constantly improved our training management system to upgrade our standards in this area. Besides, we took steps to build and develop various online training channels, including the E-learning online platform and other initiatives. Various management and other training programs were provided to our employees for the benefit of their career development, as well as the business development of the Company in order to create a win-win situation.

In 2005, the Company organized a number of professional and general management training programs in a strategic manner. During the year, 818 training classes were organized with 12,215 participants, amounting to a total of 95,295 training hours or 50 training hours per person.

