

Human Resources

As at the end of June 2006, the Group employed 19,148 staff in its headquarters in Hong Kong and its principal subsidiaries and joint venture companies. Mainland China and Hong Kong have the largest number of employees of 15,013 and 3,885 each respectively. Another 250 are employed in subsidiaries in Japan, Singapore and Canada. Key personnel, including chief executive officer, financial controller and project director with extensive knowledge and experience in the mining industry have been recruited.

The revival of the Hong Kong economy continued in the first half of 2006 which led to an increased demand for talent in the employment market. To ensure that overall compensation is internally equitable, in line with local norms, and in support of the business strategy, the Group proactively conducts review on the cash compensation and benefits programs provided for its employees. No major amendment was made to the human resources management policy or procedures in the last 6 months as the Group's practices remain largely compatible with major employers in the territories it operates. In line with established policy, some interim salary adjustment on a selective basis was made to match market changes.

CITIC Pacific actively promotes a culture of open communication in which staff can express concerns to and share ideas with the management. The Group is also committed to providing a healthy environment conducive to each individual's development. Employees are encouraged to improve themselves through further studies supported by the Group's financial sponsorship. In-house training for different levels of employees is organised on a regular basis to provide product knowledge and skill training. Moreover, with the growing cross-border activities between Hong Kong and mainland China, the Group continues to strengthen business integration, knowledge sharing and skill transfer between staffs in these two areas.

CITIC Pacific fully supports investing in the training and development of our future generation of staff. The Group has put in place various management trainee and apprentice training programs. It also participates in the Education and Manpower Bureau's School-Business Partnership Program for secondary school students and supports local universities by providing internship opportunities in the mainland China operations.

CITIC Pacific and its staff continue to support charitable work and the promotion of education, environmental protection, sports, culture and the arts through sponsoring and participating in related activities.