

Developing employees to grow personally and professionally has always been one of the major objectives of the Group.



Human Resource Report

STAFF

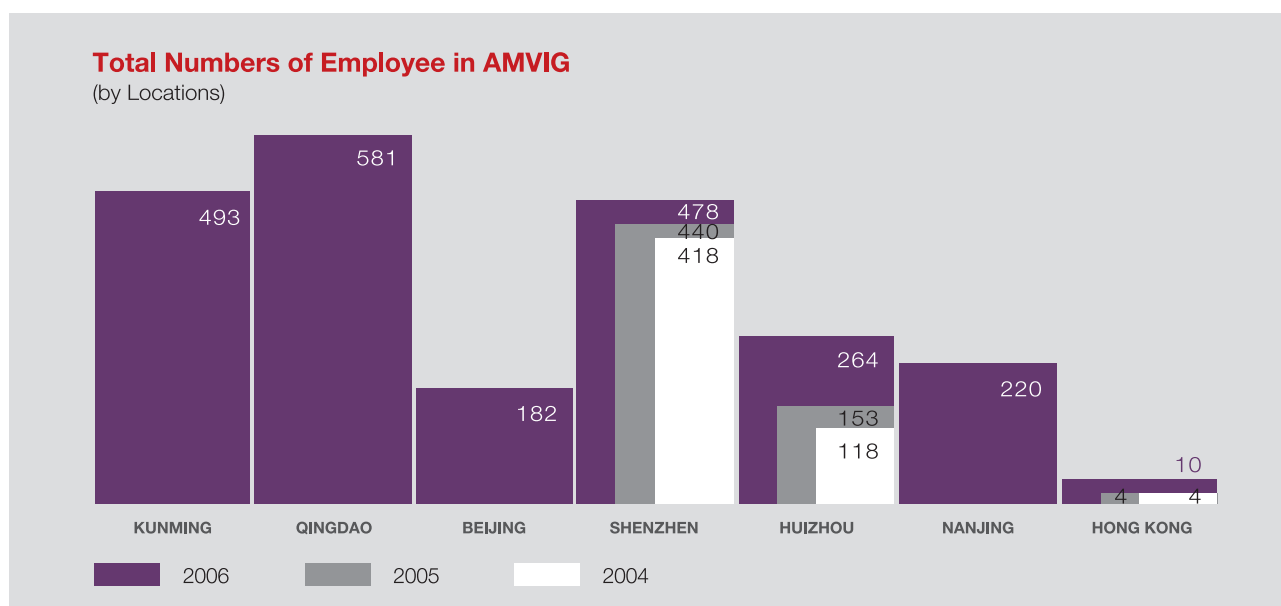
The Group's employees have increased dramatically in 2006 as a result of the completion of the various major acquisitions taken place in 2006. At the time of the listing of the Company on the Stock Exchange on 26 March 2004, the Group had a total of 357 full time employees.

The number of employees of the Group as at 31 December 2006 was 2228. Such growth requires the deployment of strong human resources planning and strategy in order to maintain harmonious and cohesive staff relationships so as to improve operational efficiency. The following table and charts show the employee profile of the Group as at 31 December 2006, 2005 and 2004:

EMPLOYEES BY PROFILE

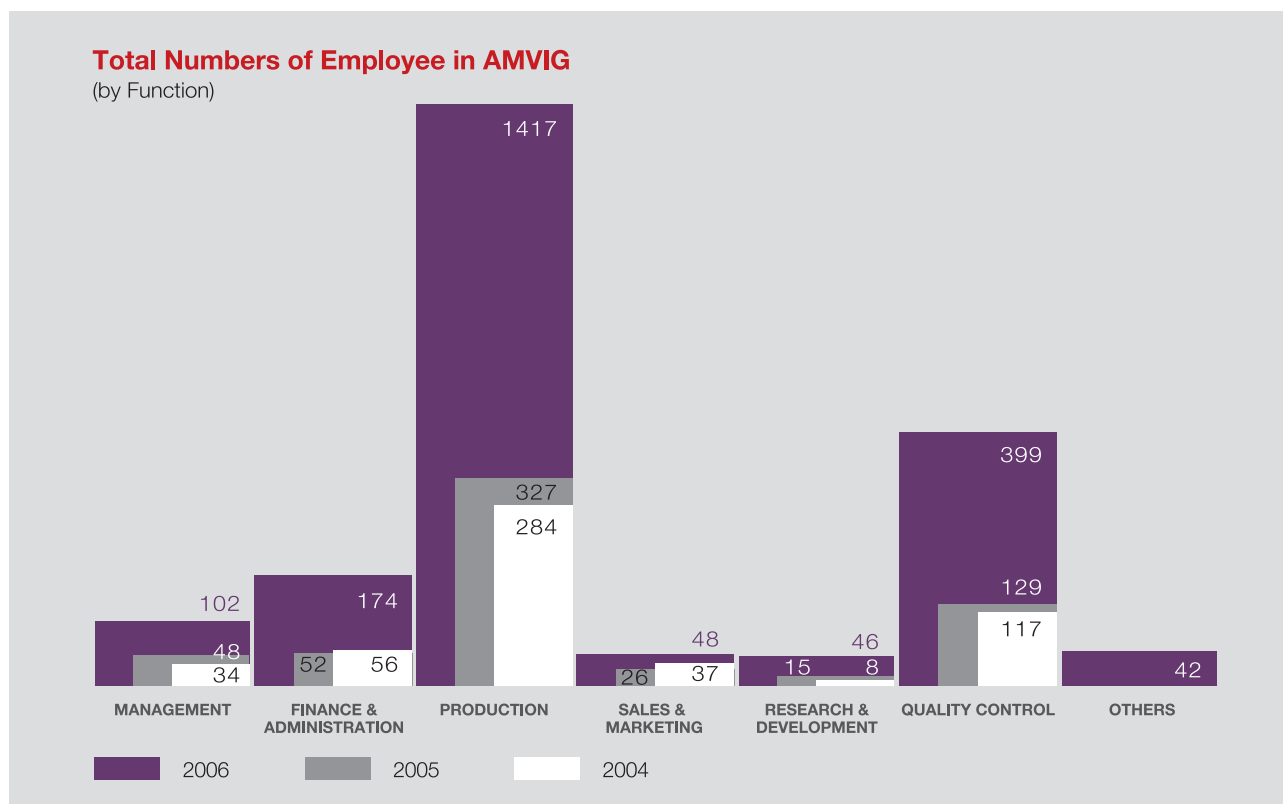
	2006	2005	2004
Total at Year End	2,228	597	540
Average Age	27	25	26
Average Year of Service	3	2	2
Total Percentage of staff with higher education or above	76%	79%	92%

EMPLOYEES BY LOCATIONS



Remarks: AMVIG had over 500 full employees in Hong Kong and the PRC which included the plants of Shenzhen, Huizhou and Hong Kong Office. After the acquisitions, the plants in AMVIG included Kunming, Qingdao, Beijing, Shenzhen, Huizhou and Nanjing during the Reporting Period.

EMPLOYEES BY FUNCTION



Remarks: AMVIG had over 500 full employees in Hong Kong and the PRC which included the plants of Shenzhen, Huizhou and Hong Kong Office. After the acquisitions, the plants in AMVIG included Kunming, Qingdao, Beijing, Shenzhen, Huizhou and Nanjing during the Reporting Period.

As the Group expands, the business will become more diverse. The skills and competencies required of the staff in different areas may vary according to local circumstances, as well as specific operational or market factors. The challenge for the Group is to achieve Group-wide excellence in the management of our human capital and preserving and reinforcing the strengths and qualities of the staff which have contributed to the Group's success. In order to provide a healthy environment to all employees, the group also organised social, recreational activities and sporting activities for employees to foster a more cohesive team.

HUMAN RESOURCE MANAGEMENT

Following the acquisition of the operations in Kunming, Qingdao and Beijing, the Group has integrated and consolidated the human resources function. To ensure consistency of policy across various operations of the Group, the Group has reviewed all the human resources policy and the employment terms of each location. The remuneration strategies, performance incentives and code of conduct, including alignment of performance management processes are, being evaluated, streamlined and implemented where appropriate. Some of the operations and administration work previously done in each operations are now centralised for efficiency.

Since Amcor became the major shareholder in our Group, we have adopted a more systematic organised approach for the management of our human capital. To achieve operational efficiency and transform the traditional enterprise to a modern commercial organization, progressive steps have been taken in rationalizing the management, organization structure and staffing level, as well as introducing a performance-based remuneration system and embarking on various culture change initiatives across the Group.

PEOPLE DEVELOPMENT

Our employees are the most important assets in the Group. Developing employees to enable them to grow personally and professionally has always been one of the major objectives of the Group. We had introduced business-oriented training programs to widen their knowledge and enhance their skill in order to achieve the organization goals and fulfill the organization requirement. In 2006, an individualized and focused approach to leadership development was introduced to enhance the effectiveness of our managers. The first group of senior and executive managers were assessed and appropriate development methods were initiated. This included job posting, deputizing, executive education and one-on-one coaching. This program will continue in 2007 covering other key managers. With an aim to cultivate potential management in future and for systematic succession planning, the Group intends to introduce a management training program for fresh graduates and other management trainees.

With the growing trend and emphasis on corporate governance globally, the Group has also endeavoured to keep abreast with this requirement. In view of the continued growth in business and the complexity of the business environment in the PRC, it is envisaged that more staff will be recruited or deployed in the areas of internal control and risk management. Under the growth of cross-border business activities in mainland China and Hong Kong, the Group continues to enhance business integration, skill transfer and knowledge between staff in different locations.

REMUNERATION AND PERFORMANCE

Remuneration and rewards are maintained at a competitive level in the market and one of the Group policies which underpins the remuneration structure is that rewards should be aligned with performance and general framework of the Group's salary and bonus system. With the changes in directorship in 2006, the Remuneration Committee has completed its review of the remuneration structure and package of the senior management and non-executive Directors. Please refer to pages 37 to 43 of this annual report for the remuneration report for 2006 for details. Similar to senior management and Directors, all staff of the Group are remunerated under a performance-based pay program. Where appropriate, the grant of share option or other performance based bonus scheme to reward the performance of the employees will be implemented to motivate employees' performance and to attract high-calibre employees.

