

Corporate Social Responsibility



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The Development of Employees

As at 31 December 2006, the Group had 1,985 employees (31 December 2005: 1,488).

At R&F human resources are considered to be the most important factor in determining future corporate development. The Group pays special attention to the selection, compensation and development of its employees. This is one of the primary responsibilities of management to adopt strategies for the optimization and utilization of its human resources based upon selection, compensation and developmental processes as determined by the Board.

In order to strengthen the business operations and development plans of the Group, as well as to foster initiative and commitment by employees, the Group established a human resources development centre at the beginning of 2006. The purpose of the centre is to develop human resources capable of meeting the needs of the Group two to three years in advance, particularly in respect of the selection and development of middle management for all departments, and providing these resources for near-term placement or as a reserve for the Group in future.

Based on the current employee development plan, and at the request of the majority of employees, the Group organized more than 100 training courses in 2006. New teaching materials and methods were developed for these training courses, such as on-the-spot workshops by the Marketing Department for its staff in the sales office and a contest in engineering knowledge arranged by the Engineering Supervision Division. A number of language training courses were also conducted. Additionally, every new employee must go through an orientation training programme. Well received by new staff, the training programme has proven to be an excellent means for improving and strengthening employees' job skills and relationships with their co-workers, and has made a positive contribution to their after-work personal life.

The Group believes that knowledge is the main driver of an enterprise and its future development. It is therefore one of the primary strategies of the Group to continuously strengthen the knowledge base of its employees in order to maintain the Company's business development capabilities and raise professional skills and moral standards of its employees. Initiative and foresight on the part of employees, the Company believes, will ensure a quality approach to operations in line with its business requirements.



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1. Orientation Training Programme provided by the Group to new employees
2. Mr. Li Sze Lim, the Chairman of the Company, presents a cheque for RMB15 million to Guangzhou Charity Association for the construction of an outpatient clinic
3. Mr. Li Sze Lim, the Chairman of the Company presents a cheque for RMB14 million to Jenan University for the establishment of "R&F Education Foundation"

Environmental Protection The Group has always adopted environmental protection features in its designs and architectural plans and selected construction materials in accordance with the standards as set by the Ministry of Environmental Protection. The Group's landscaping architects also design our residential projects with a high greenery ratio to ensure residents are able to enjoy a healthy environment. Although the supply of land is scarce in major cities, the Group has always maintained its development philosophy of building residential projects with as much greenery as is feasible, something seldom found in urban areas. These efforts to create green living environments have also helped to beautify the cities in which the presentation and the Group's projects are located.

Charitable Donations R&F is proud of its philanthropic achievements and the important contributions it has made to moral and social responsibility. As a good corporate citizen, the Group has made charitable donations approximately RMB100 million, mostly in the areas of education, healthcare, social security, old age and poverty alleviation.

During the 12th anniversary banquet of the Guangzhou Charity Association held on 29 June 2006, the Group agreed to donate RMB15 million for the construction of a building within the Guangzhou Old Aged Home for use as an outpatient medical clinic.

At the centennial celebration of Guangzhou Jinan University held on 17 November 2006, the Group also agreed to donate RMB14 million for the establishment of the "R&F Education Foundation". The main purpose of the foundation is to offer prizes and grants to teachers with great merit and to excellent students with financial difficulties; to finance major academic and technological research; to fund international exchange programmes; and to assist in the future development of the university and its basic infrastructure. Jinan University is a reputable educational institution in Guangzhou well known in China and abroad. The donation made by the Group is evidence of its concern for the educational development of the country and shows its willingness to share the responsibility of being an integral part of society.

In a congress held on 22 November 2006 by the Guangzhou Municipal Government in promoting the building of Guangzhou into a city with high moral standard and cultural inheritance, Mr. Li Sze Lim, the chairman of the Group, was named a "Rich Person with High Morals" in acknowledgement of his business success and humanitarian ideals. The congress was also pleased with the enthusiasm of Mr. Li's participation in various charity activities which had benefited society at large.