

CORPORATE SOCIAL RESPONSIBILITY REPORT



Varitronix Trailwalkers and supporters received medals on stage.

A socially responsible company is committed to nurturing its staff by providing ample opportunities for their growth and development and encouraging them to participate in community activities so as to give back to the community, and to creating a sharing, caring and supporting organisation.

In October 2006, we set up a Social Service Team to encourage our colleagues to participate in various charitable events.

SOCIAL SERVICE TEAM IN HONG KONG

The Team is composed of certain Varitronix staff members from different departments plus those individuals' family members. As an inaugural function, the Team joined hands with Yan Chai Hospital Sheung Wan Rehabilitation Services Centre (Yan Chai) in October 2006 to take mentally handicapped members from the Centre to play group games with primary school students in Ping Chau. To build on this partnership, a further activity was held in December 2006. Our Social Service Team members took their friends from Yan Chai to visit Lions Nature Education Centre in Sai Kung together with around 30 students from Holy Family School.

The purpose of these activities is to cultivate a harmonious relationship between the healthy and disabled people in our society. The activities provide a chance for members of Yan Chai to reach out to the community and for the students to learn to respect and make friends with disabled members in the community.

In mid-December 2006, the Team also put their efforts into a pre-Christmas charitable flag-selling event for Methodist.

OXFAM TRAILWALKER EVENT

Oxfam Trailwalker is not just a hike; it is a challenging test of endurance and fitness, pushing participants to finish the rugged 100km MacLehose Trail as a full team of 4 members within 48 hours. Every year, more than 4,000 participants join the Oxfam Trailwalker, testing their physical limits to raise funds in support of Oxfam's development and emergency projects around the world.

Three teams from Varitronix took up the challenge on 10–12 October 2006 and more than 20 colleagues formed a powerful support team to provide food and beverages, as well as physical and spiritual support to the Varitronix Trailwalkers.

As a result of this concerted effort, a total sum of HK\$106,000 was generated from the sponsors of the walkers, their colleagues and the Group.

HUMAN ASSETS

As at 31 December 2006, the Group had a total of 5,098 members of staff worldwide (including Hong Kong, the PRC and our overseas offices). About 11% of staff members are engaged in engineering-related areas such as product design and development, technology, quality assurance and technical services.

VARITRONIX TRAINING

Training for staff is essential and indispensable for the healthy growth of a company. Varitronix is committed to training its staff members and equipping them with superb techniques to further their career growth. This is important for society as well, as we contribute to training both skilled labour and high quality professionals for the talent pools in the PRC and Hong Kong.

The Group provides a full-day orientation session for new workers in our PRC plants before they join their individual

production teams. The orientation session covers many areas, including aspects of maintaining quality systems, electronic knowledge, introduction to the production process, 6 Sigma, and safety and health. Each production team then provides the new workers with one-month training related to their respective processes.

We do not neglect the ongoing training of our staff. The Group provides diversified training courses to staff members in Hong Kong and the PRC, helping them to fit into different locations, deal with different cultures and viewpoints, and obtain the required skillsets.

Hong Kong

In Hong Kong, diversified in-house training was provided. Different types of training dealing with product structure, contract negotiation, modern logistics management, customs knowledge, computer applications and safety and health have been conducted at intervals for our employees, and were well-received. Soft skills training such as team building, negotiating skills and language courses will be organised in 2007 to further enhance the competence of our people.



Social Service Team members and friends from Yan Chai Hospital Sheung Wan Rehabilitation Services Centre had a good time.

CORPORATE SOCIAL RESPONSIBILITY REPORT



An outward-bound development training was organised for the executives from the PRC and Hong Kong.

The Group also introduced an education sponsorship scheme years ago. A subsidy of up to HK\$10,000 is provided each year for each employee who completes a course that is relevant to their job requirements. Our staff is also entitled to the full sponsorship of job-relevant seminars and workshops.

PRC

PRC staff was provided with training in areas such as production management, technical knowledge, quality management, IT, 6 Sigma and language and soft skills. As well as this, different types of award schemes like "Excellent Employee of the Month", "Improvement Award" and "6 Sigma Award" were conducted.

For overseas staff, newly joined members are usually sent to Hong Kong and the PRC plants to receive an all-round briefing from each department before they commence their work.

WORK/LIFE BALANCING ACTIVITIES

The need for a proper balance between work and life is well recognised by the Group as an important contributor to both the well-being of employees and their work efficiency. Leisure activities are organised in such a way that a harmonious atmosphere can be cultivated and employees' ties with the Group strengthened.

In our Group, activities such as talent shows, singing contests and different types of gatherings were organised during festive seasons. A variety of leisure facilities and activities are provided through the recreation centers. The facilities therein will be upgraded on an ongoing basis for workers stationing in our plants.



Classroom training for workers.



Flag-selling service by our Social Service Team.



BBO gathering in Hong Kong.