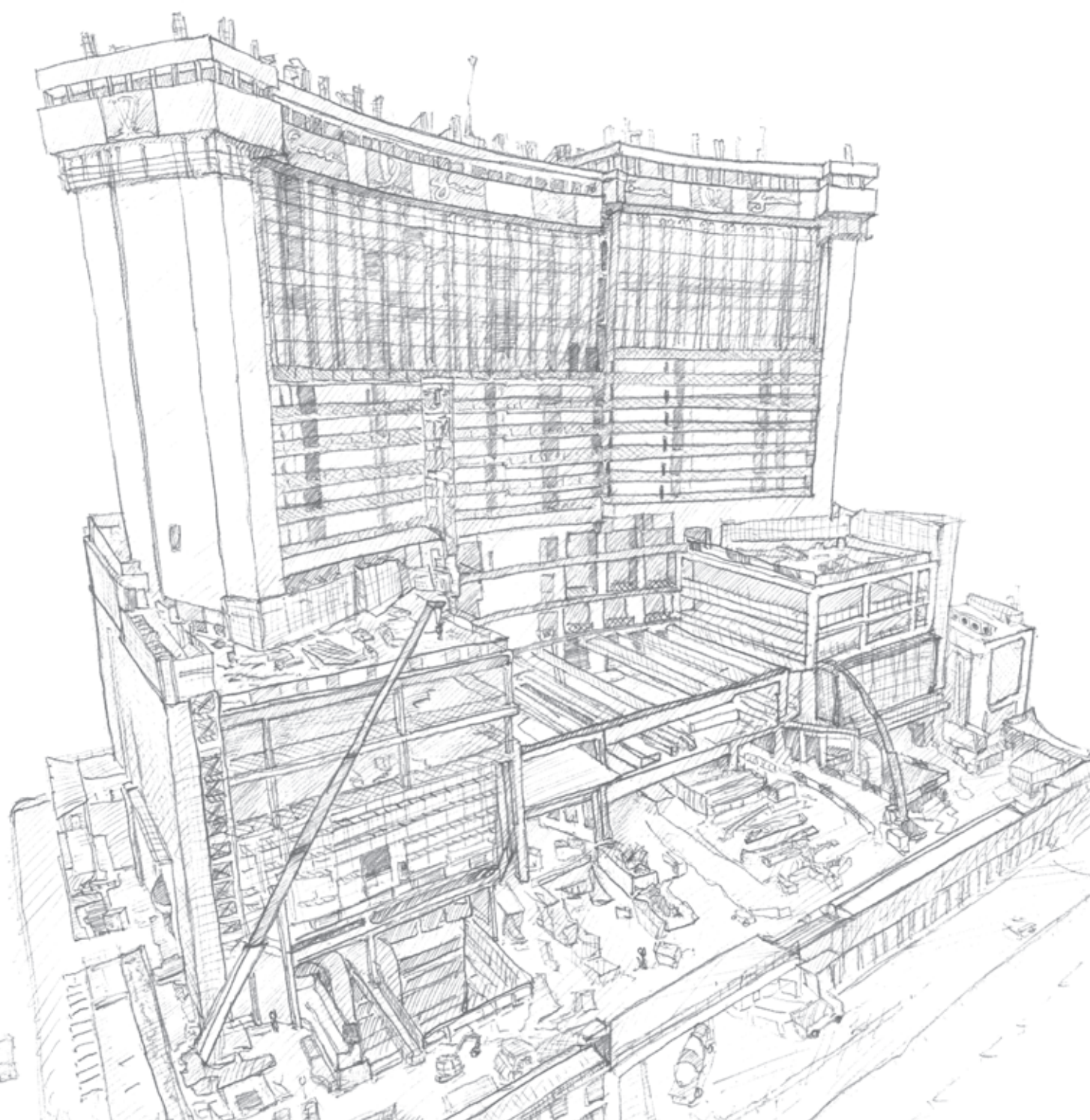


# **Human Resources and Culture are the most precious wealth**

The Group combines the establishment of a talent team with the creation of a corporate cultures.

By inheriting the “people first” principle, it has placed the emphasis of the human resources work on “cultivating and using people”.

ARCHITECTURE





# Encore at Wynn Macau





# Corporate Citizenship

## Staff Development and Personal Growth



The Group values the well-being of our employees as a first priority and has persisted in its core thought of “human resources and culture are the most precious wealth” and combines the establishment of a talent team with the creation of a corporate culture. Besides, by inheriting the “people first” principle, it has placed the emphasis of the human resources work on “cultivating and using people” so as to provide its staff with simple and harmonious human relationship, challenging jobs, vast development opportunities and benefits satisfactory to staff.

During the year, the Group sustains its leadership position by diversifying the workforce which we consider to be one of the greatest strengths in leveraging both local knowledge and international experience. We provide our people with job transfer opportunities among our different business locations around the world. A total of 56 employees had been rotated worldwide over the last 3 years. As of end of 2008, the Group had a total of 4,456 employees (excluding staff of our associated companies), of which, 2,030 persons were in Hong Kong, 1,491 of them were in the Mainland China, 259 were in Macau and 676 were working overseas.

### Staff Recruitment Programme

Besides getting seasoned professionals from the open market, the Group also organized campus recruitment programmes to grasp young engineers from 4 universities in Hong Kong. Not least, hired graduates with top caliber from well-known universities in Mainland China through its “Recruitment Programme for the Son of the Sea” enable China State Construction to recruit outstanding young talents from other establishments in an effective manner.

### Training of Staff and Self Development

The Group provides the full support for its staff for lifelong learning and self value-adding. The Group has put aside capital to set up the “Staff Education Fund”. The Group will also hammer out training programmes according to the needs and interests of the staff, which cover the corporate system, management skills and occupational skills, quality assurance, team-building and communication skills. More than 2,200 participants took part in the courses during the period. In order to cope with the Group’s business development on an international scale, the Group commenced the training on “overseas business development strategy and operation” for all of the Group’s management staff and recruited professional instructors from overseas to conduct the “Modern Safety Management” courses, which enhance the management concept of the management staff and optimize the quality of management of the Group as a whole.



The Group organized campus recruitment programmes to grasp young engineers from universities.

# Corporate Citizenship *(Continued)*

## Staff Development and Personal Growth *(Continued)*

By means of its mature “Trainee Engineer Scheme A Training Programme” and its “Apprentice Training Scheme”, the Group provides opportunities for its staff for exposure in different capacities, which help to enhance the overall quality of its staff and to provide a reserve of capable people for its team. The Group has also made use of its advantage in overseas business to hammer out the “International Plan for Cultivating Talents”, with the system of exchange of people and rotation, selection and dispatching of talented staff to learn in overseas regions so as to broaden their vision with the international exposure, thereby effecting the training of people for the international arena.



The Group organizes “Award of Outstanding Staff” to recognize the staff working in Hong Kong, Macau and overseas with remarkable performance.



The Fifth “China Overseas’ Voice” Evening Gala showed the innovation and social responsibility of the company and the colorful spirit of company staff.

The Group has also organized a myriad of exciting activities after work, including interest groups, sport games, photography, social gatherings and trips. The Group held the 2008 Annual Dinner, “5th China Overseas’ Voice” Evening Gala (第五屆「中海之聲」文藝匯演) during the year to share the joy with the staff in recognition of their efforts and contribution to the Group. The Group also sent teams to take part in the basketball competition of “Olympic Cup” (迎奧運) held in Beijing and organized by its parent company. Such activities held enriched the leisure life of the staff and provided opportunities of communication and exchange for the colleagues and their families, and became an important part of team building and staff relationship.

## Incentive Mechanism

The Group fully recognizes that the effectiveness of a system depends on its implementation. Incentive Mechanism are designed and strictly executed to ensure that company compensation and benefits are competitive and allocated on the basis of merit. With the implementation of the “Contracting Responsibility of Sites” and the “System of Departmental Operation and Management Objectives and Responsibilities”, all the departments of the Group have to determine their business indicators and plans according to the annual financial planning and budget presented by the financial department as the key basis for their respective performance assessment. Various incentive mechanisms includes “Award of Outstanding Staff” are implemented to all locations to extend our recognition towards remarkable staff contribution. To maintain a competitive remuneration position within the marketplace and set reasonable pay level to its staff, the Group carries out regular benchmarking and salary survey with the industry.



The Group hired graduates with top caliber from well known universities in Mainland China through its “Recruitment Programme for the Son of the Sea” enable China State Construction to recruit outstanding talents from other establishments in an effective manner.