

MANAGEMENT DISCUSSION AND ANALYSIS

Others

Employees and Remuneration Policies

The Group had approximately 1,230 employees as at 30 June 2009. It offered competitive remuneration packages to employees based on the prevailing market practices and individual performance. The Group provided share option and share award schemes for the purposes of recognizing contributions by, and giving incentives to, the employees. Details of the schemes are set out in the Report of the Directors. Discretionary bonuses would be granted to employees subject to individual performance as well as the business performance of the Group. The Group provided medical insurance coverage to all staff members and offered Group Personal Protector to senior staff.

On top of offering competitive remuneration packages, the Group also invested in human capital development by providing relevant training programs to enhance employee productivity. Training programs are designed after taking into account employees' knowledge and skill gaps identified during performance appraisals. The overall training objectives are to enhance employees' personal productivity, prepare for their future roles and thereby contribute to the business success. In addition to formal training programs, the Group also provides other learning opportunities such as on-the-job training and seminars to relevant employees. Examples of training programs and seminars are set out in the Corporate Social Responsibility Report.