

(7) EMPLOYEES

Employees and remuneration policy

The Group, excluding associated companies, employs 1,257 people of which 392 are Hong Kong employees. Employee costs excluding Director's emoluments, amounted to HK\$135,922,000.

The Group selects and promotes individuals based on their competencies for the positions offered. All staff will be reviewed at least annually and employees are rewarded on a performance related basis. The Company has in place a share option scheme for executives to attract high calibre people to join and stay with the Group. This scheme was introduced in 1991 following approval by the shareholders.

Training and development

We rely on our people to achieve success and growth.

Building on this belief and our mission to continuously be in search of excellence, we promote learning by sponsoring employees to attend external and internal training courses in a wide range of areas such as knowledge of the Group and its businesses, business integrity and ethics, presentation and technical skills, quality awareness and safety, language and computer software applications in addition to tailor-made management development programs.

To augment the Group's present expansion, localization plan and further development in Mainland China, the Group continuously launches Management Trainee Program in Mainland China aimed at recruiting high potential graduates as our future managers. In alliance with Tongji University, Shanghai, a strategic training plan targeted at locally recruited technical and middle to senior managerial employees was formulated with the overall objective to upgrade and strengthen their technical and managerial competencies.

Health, safety and environmental protection

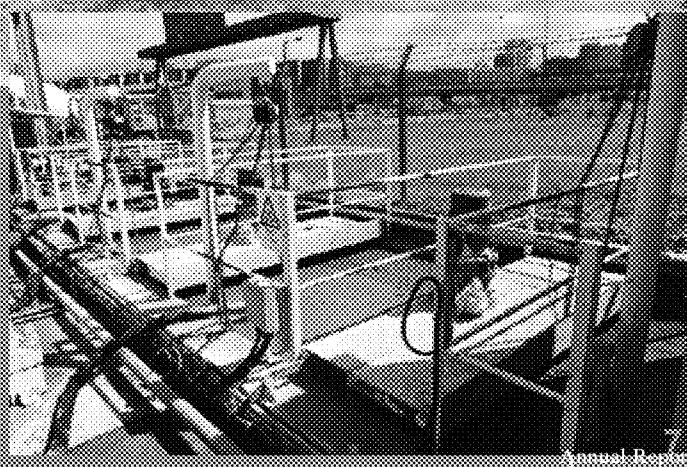
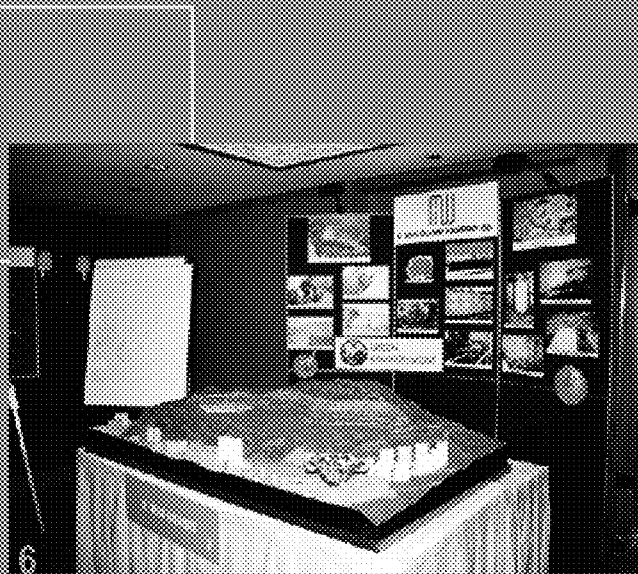
Health, safety and environmental protection (HSE) are integral parts of the Group's business. It is a shared initiative between the Company and all those concerned to give due consideration to stakeholders' HSE needs in our operations.

The Group benchmarks both international and local standards and practices, and adopts where feasible, to accomplish its overall goals of keeping industrial accidents to the lowest level; providing a healthy and safe workplace and contributing to caring; protecting and conserving the environment.

To achieve this objective, the HSE Management Committee headed by the Managing Director and comprising senior executives was established in May 2000. The Committee aims to set policies and systems, give directions, make strategic decisions and drive corporate HSE performance targets.

In executing the policies and targets set by the HSE Management Committee, two functional work teams, one focusing on health and safety and the other mainly on environmental issues, with company-wide representatives were set up to implement the systems and to regularly review the HSE practices to ensure continuous improvement and compliance with government requirements.

The Company participated in two safety competitions in the year 2000. It won the Silver Award in Good Housekeeping Competition organized by the Labour Department and was awarded a Certificate of Merit in Good Housekeeping Plan organized by the Occupational Safety and Health Council for its outstanding performance.

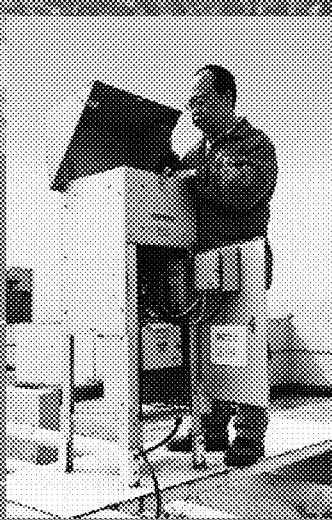


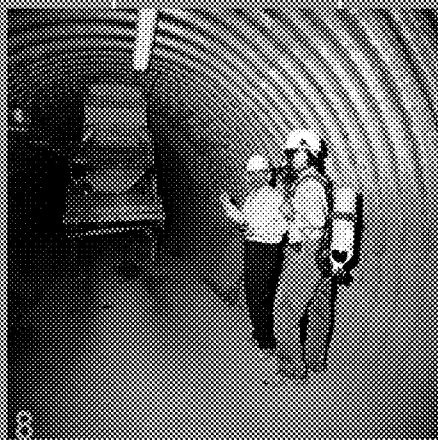
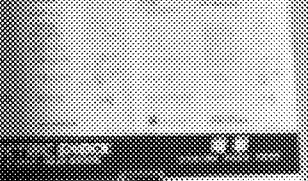
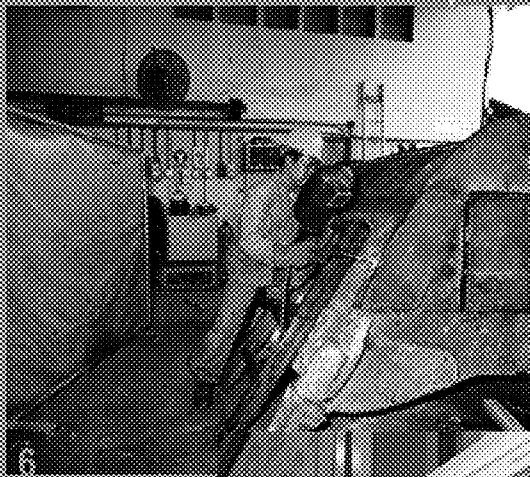
- 1.2.6. Rehabilitation of Anderson Road Quarry
- 3.4. Environmental Impact Assessment
- 5. Environmental Protection Promotion Day
- 7. Waste water treatment plant



Environmental

Protection & Rehabilitation





1. Comprehensive label system
2. Safety Promotion Day
3. Fire fighting exercises
4. Regular seminars on occupational safety
- 5,6,7,8 Safety procedures are strictly observed

