

## Employment, Training, Development and Remuneration Policy 僱用、培訓、發展及薪酬政策

As at 31 March 2004, the Group employed approximately 117 employees, of which about 111 in Hong Kong and 6 in the PRC.

The remuneration policy and package of the Group's employees are based on industry's practices. In addition, discretionary bonus and other merit payments are linked to the profit performance of the Group and individual performance as recognition and reward for value creation. Its staff benefits, welfare and statutory contributions if any, are made in accordance with prevailing labor laws of its operating entities.

截至二零零四年三月三十一日，本集團共聘請了117位僱員，其中111位於香港及6位於中國大陸。

本集團的僱員薪酬政策及條款都依循本行業常規。另外，自行酌定的額外津貼及獎勵報償都按照本集團的溢利表現及個人表現發放，作為對具價值的生產予以肯定及獎勵。而員工津貼、福利及如有任何的法定供款，都根據經營個體現行的勞工法例來釐定。