

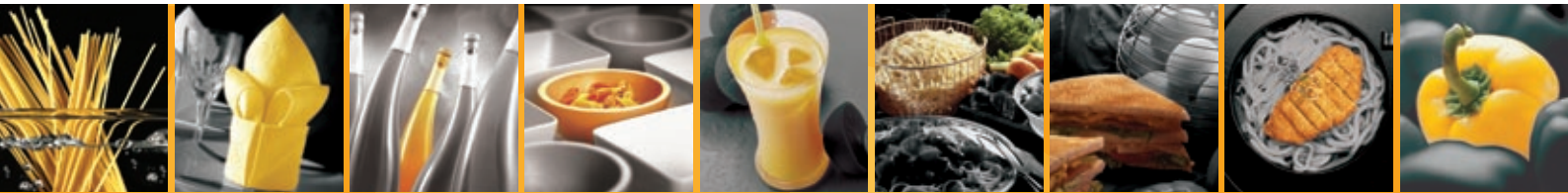


大家樂集團有限公司
CAFÉ DE CORAL HOLDINGS LIMITED

(Incorporated in Bermuda with limited liability)

(於百慕達註冊成立之有限公司)

Stock Code 股份代號: 341



Annual Report

2007



Corporate Governance and Corporate Responsibility Report

CORPORATE RESPONSIBILITY

The Company is conscious of its role as being a responsible business entity and ensuring to make positive contribution to the communities where it operates. The Company has performed certain social activities during the year and gained with recognition from the community.

HEALTH & SAFETY

The Company takes health and safety commitment towards its employees, customers and communities. The health and safety policy has been reviewed and refined periodically aiming at achieving continual improvement. Periodical and operational safety training have been provided to those employees who are working in different environment. The Company has implemented a yearly review plan regarding the outbreak of influenza. Starting from 2004, the Company has also developed a continual annual plan to deal with possible outbreak of influenza including taking anti-influenza injection annually.

Taking full account of the health and safety obligations towards the stakeholders, the Company has set up a Health and Safety Committee and standing policy since 90's to monitor all functional departments and business units in compliance to the Factories and Industrial Undertakings Ordinance and Occupational Health and Safety Ordinance, which include regular meetings, enforcement checking, meetings and procedural review.

In compliance with the Factories and Industrial Undertakings (Safety Management) Regulation, the Company has implemented a comprehensive safety management system for its central food processing plant and head office. Continuous annual audit has been conducted by external safety auditor since 2002 to assess, evaluate and improve the health and safety at work. The Company also implemented a work-station ergonomic assessment program in order to evaluate possible office work-related illnesses.

A board range of health and safety promotional program has been implemented at the operational level. Employee Health & Safety Handbook was dispatched to all new join staff. Health and safety poster and labels are posted at work and rest areas. Safety induction program and safety training have also been provided for all new join staff.

The Company has won recognitions in the 2006 Catering Industry Safety Award organized by Labour Department of Hong Kong including the Group Safety Performance Award (Gold Prize) in Fast Food Shops (Chinese and general categories).

Corporate Governance and Corporate Responsibility Report



WORK-LIFE BALANCE

The Company's human resources function aims at maintaining high ethical standards, professionalism and best people management practice in the industry.

The recruitment and staffing function has been implemented in accordance with annual manpower planning to ensure that staff and talents are identified from both internal and external sources, aiming at providing the suitable career path and opportunities within the corporation. Transparent human resources policies have been set up and reviewed periodically to strike the balance of human relations in hiring, grievance, disciplinary and ethical aspects.

Acting as the communication channel within the Group, regular meetings and briefings will be held to exchange the view from the management and obtain feedback from staff. The compensation and benefits policies would be reviewed annually to meet the mutual needs and the enforcement of the belongingness.

Part of the Company's underlying principle in setting up human resources and welfare related policies is to balance the demands of employee work and family life, including Compassionate Leave, Paternity Leave and the launching of staff wellness club (大家樂融融會) which organizes health trainings and recreational programmes accessible to all staff.

Focusing on continual talent development, the Company has established an independent 'Executive Development Board' (人才發展局) which directly reports to the Management Board aiming at identifying the people development strategies for meeting the corporate staff development and succession planning for the future.

