

Our People.  
Our Communities.







#### **OUR PEOPLE**

First Pacific has emerged from three years of restructuring as a new company – with a stronger portfolio of assets, a solid balance sheet, and a sharper focus on Asian markets. Today, the First Pacific workforce comprises approximately 68,500 people, all of whom live and work in Asian countries, including Indonesia, the Philippines, and Thailand.

First Pacific delivers value to its Group companies – and its shareholders – by providing strategic guidance and operational management expertise at both the company and Head Office levels. Our operating philosophy and reporting structure are designed to empower Group companies to manage their businesses autonomously while taking advantage of direct access to First Pacific's experienced management team.

First Pacific supports equal opportunity business practices and encourages initiative and creativity among employees at all levels. In addition, First Pacific companies provide a wide range of benefits to their employees, including pension plans, health care coverage, on-the-job training, and performance-related bonus programs. First Pacific employees also participate in a variety of

company-sponsored recreational activities and community service programs. These programs and activities create strong bonds, not only between employees and their company, but also between First Pacific people and their communities.

#### **OUR COMMUNITIES**

First Pacific is a company with a strong sense of responsibility to the communities in which our people live and work. In 2000, our Head Office donated some US\$168,000 to a dozen different charitable, community and cultural organizations in Hong Kong, principally in areas related to health, youth and culture.

Among them was the Hong Kong Community Chest's Corporate and Employee Contribution program, which donates funds to some 140 health and welfare agencies serving the needs of the less fortunate. Another major beneficiary of First Pacific contributions was the Hong Kong Cancer Fund, which provides aid and counseling to cancer patients and their families, as well as promoting cancer awareness and conducting related research. First Pacific is also a "Platinum" donor to The Hong Kong Arts Festival Society's Student Ticket Scheme, and our support enabled



some 10,400 students to attend 106 Hong Kong Arts Festival performances at half price.

But our commitment to community service goes beyond monetary contributions. A good example is our annual participation in Hong Kong's Youth Arts Festival. The Festival, which is dedicated to bringing together youth from diverse backgrounds and cultures with local and international artists, attracted more than 36,000 students and participants and included some 400 workshops and performances. In addition to making a corporate donation, First Pacific people have participated directly in the Festival, most recently joining college students from Cheung Chau Island to paint a large mural at the college through the "Art Angels" program.

In addition to these corporate-level activities, First Pacific companies donated approximately US\$2.6 million to their communities during 2000 for programs supporting education, health and the environment. As well as cash donations, our employees donated their time and energy to community service activities in 2000.

Here are just a few examples:

- Indofood volunteers support the Red Cross, and Indofood provides free baking courses to hawkers, as well as agricultural and management training to farmers and supplier cooperatives.
- PLDT volunteers distributed relief goods, have promoted outreach programs for needy, hospitalized children, and cleaned the seashores of litter.
- Volunteers from Metro Pacific's Fort Bonifacio operation distributed annual grocery gift bags to some 800 needy families, as well as coordinating a Christmas party for 400 children. Metro Pacific employees also distributed relief goods to Philippine flood victims, participated in reforestation efforts in Antipolo, and contributed to an air pollution relief campaign.
- Berli Jucker employees built a rural school's library and volunteered their assistance to a flood relief program in Thailand.
- Escotel volunteers helped to distribute garments to handicapped children in India and supported the campaign against the unnecessary use of polythene bags.