

Corporate Culture

Employee Relations

As at 31st December 2009, COSCO Pacific had 2,346 employees in China and other locations across Asia, the Americas, Europe and Australia.

COSCO Pacific is committed to building a team of dedicated staff in pursuit of excellence, and sees the growth and evolution of the COSCO Pacific team as vital to the Group's future business development. The expansion of the Group's businesses translates into promising and sustained career development opportunities for its employees. During the year, the Group focused strongly on building a professional management team for its business, with terminals at the core. Since November 2008, when the agreement for the concession of Piraeus Port in Greece was signed, the Group has successfully expanded the operations and management team for overseas terminals.

In the interest of continuous efforts to attract and nurture new recruits, an internal job rotation scheme was implemented to develop the potential of staff members. Particular emphasis was placed on expanding fully the management role of COSCO Pacific (China) Investments Co., Ltd., a wholly owned subsidiary of the Company, in order to enhance the governance and support the work of the Group's Mainland China terminals management team. As part of the programme to encourage staff engagement in the Group's operations and development, during 2009 three employees who had excelled in operations management were named "Cost Control Champions".

The Group regards its staff as its most valuable asset. The Group fosters a harmonious work environment and encourages staff members to be diligent in their everyday work. The Group also holds a wide range of training and incentive programmes designed to enhance employees' management skills and professionalism. A fair and competitive remuneration and incentive scheme, coupled with a personalised management practice, reinforce staff members' passion for their work and sense of belonging.

Social Responsibility

COSCO Pacific is committed to embracing corporate citizenship through initiating and supporting social responsibility programmes and community services, as well as contributing to environmental protection and sustainable development.

The Company shows its care for the community through initiating and supporting social welfare programmes. Participating in the "School-Company Partnership" campaign organised by the Young Entrepreneurs Development Council for the second consecutive year, the Company and Hotung Secondary School co-hosted six workshops attended by COSCO Pacific's senior executives in November and December 2009. Through activities such as seminars and site visits to the COSCO-HIT Terminal, secondary school students have gained a better understanding of society as well as their inner selves, empowering them to set targets and boosting their confidence in dealing with challenges directly. The Company also organised its staff to join the "Parade of Reunification Unity, Self Strengthening, Celebration of Reunification" on 1st July 2009 and the "Grand Parade of the Hong Kong Youth Consortium for Celebrating the 60th Anniversary of the Founding of the People's Republic of China" on 3rd October 2009.

Environmental protection and climate change have become significant global issues and COSCO Pacific is committed to a responsible approach to environmental protection. Since 2007, the Company has been a Council Member of the Hong Kong Business Environment Council. Senior management of the Company has been participating in the meetings of council members to promote project planning for the enhancement of the environment. We encourage our staff to attend the council's events and conferences, and make efforts to promote environmental protection awareness among our employees. In an effort to improve air quality in the Greater Pearl River Delta, the Company continues to adhere to fill the Clean Air Charter Certification Scheme co-organised by the Hong Kong General Chamber of Commerce and the Business Coalition on the Environment. The Group also encourages all the terminals in which has an interest to invest in energy conservation and emissions reduction. One exemplary initiative has involved switching from fuel-powered to electricity-powered equipment to support energy saving through the use of environmentally friendly technology.