



COSCO Pacific believes that maintaining high standards of conduct is the only way to gain the respect of the market.

We provide the best service to our clients, adhere to best practices in corporate governance, and support processes and policies which protect and improve the environment.

We care about the community, value our talents, welcome opinions and give opportunities to staff with potential.

We value sustainable development and are adopting ever stricter disclosure practices.

Our relentless efforts over the years have earned us awards in numerous areas of governance and the respect of stakeholders.

高節人相重，
虛心世所知。
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唐—張九齡《詠竹》

RESPECT。

Gaining respect through
integrity and humility

CORPORATE SUSTAINABLE DEVELOPMENT



Environmental Protection

COSCO Pacific upholds measures and policies on environmental protection and improvement. We take into account environmental protection during the course of our business development. We are committed to implementing the philosophy of environmental management in our business operations and promoting awareness of environmental protection in employee activities, with a view to minimising the impact of our daily operation on the environment. For example, the Group encourages and supports its subsidiary terminals to invest in technical renovation such as substituting fuel-powered equipment with electrical equipment or adopting new technologies for the purpose of reducing carbon emissions and pollution, thereby improving the environment.

Caring for the Community

The Company is committed to embracing its corporate citizenship through active participation in social welfare and community services, producing a positive impact on the communities it operates in. The Group and its subsidiaries in different regions also care for and assist in the affairs of local communities through various means. For example, the Group's terminals along the coast of Fujian Province and the Yangtze River Basin hold activities to enhance interaction with the local communities and make donations to local schools and social service organisations, contributing to the development of harmonious communities.

Employee-oriented Philosophy

As at 31st December 2012, COSCO Pacific had a total of 3,142 employees.

COSCO Pacific values employees as its most valuable asset and is devoted to building a team of dedicated staff in pursuit of excellence. The expansion of the Group's businesses has opened up valuable and sustainable career development opportunities for its employees. Dedicated to creating a harmonious working environment, the Group arranges a wide range of training programmes designed to enhance the management skills and professionalism of its staff. In 2012, the Group focused on improving its incentive scheme, optimising its employee assessment system and implementing an internal job rotation scheme to enhance talent development and bring the potential of its staff into full play. The Group encourages its employees to pursue further education and organises training of various kinds. The Group also arranges an array of activities to promote integration of different cultures, in an effort to create a harmonious working environment which enhances the overall quality and cohesion of staff.



In order to provide employees with a safe working environment, the Group has launched a "Production Safety Month" campaign in its terminals to raise the awareness of occupational health and safety among its employees through safety education and drills. In addition, the Group has improved its safety management system and allocated resources to provide staff with comprehensive safety and health protection.

Corporate Culture

The Group is committed to developing a harmonious and inclusive corporate culture that pursues excellence, with a view to giving momentum to sustainable corporate development. The Corporate Culture Department has been established under COSCO Pacific (China) Investments Co., Ltd., a subsidiary of the Company, for the purpose of developing corporate culture. In 2012, the Company renovated its website to showcase its business development. The Company has also enriched the contents of its corporate magazine "COSCO PACIFIC" to provide staff with a platform for learning and communication.



Commitment to Better Sustainable Development

According to the Index Review Results announced by Hang Seng Indexes Company Limited on 10th August 2012, COSCO Pacific was included as a constituent of the Hang Seng Corporate Sustainability Benchmark Index, with effect from 10th September 2012. This reflects the market recognition for the Company's efforts in corporate governance, environmental protection, community care and employee relations.

The Company will further optimise its sustainable development strategy, and focus on environmental, social and administrative aspects which have significant influence on the Company's business, to support its development strategy. We will set the direction for development, establish a system for the measurement of progress, and integrate sustainable development into the daily management of COSCO Pacific, while enhancing the communication with stakeholders.