



The operation of an enterprise is not separable from society. The entire staff of COSCO Pacific work closely together towards a beautiful environment and human welfare in the course of achieving business growth. We strive for sustainable development in every area, from corporate governance to daily operations, and voluntarily disclose our efforts to stakeholders around the world.

IMPROVING MANAGEMENT AND OPERATIONS DEMONSTRATING OUR CORE VALUES



CORPORATE SUSTAINABLE DEVELOPMENT



Environmental Protection

COSCO Pacific upholds measures and policies to protect and improve the environment. As our business has grown, we have maintained this commitment and strived to minimise the environmental impact of our business operations.

The Company encourages its subsidiaries to introduce energy-saving technologies and to take environmental protection issues into full consideration when investing to

enhance productivity. The upgrading of rubber tired gantries (“RTGs”) by substituting bunker fuel-powered equipment with electrical-powered equipment in recent years is beginning to have an effect. In 2014, despite the increase in throughput at the terminals in China in which COSCO Pacific has controlling stakes, we recorded a decrease in fuel consumption of approximately 30% and a reduction in carbon emissions of approximately 2,388 tons of standard coal equivalent, as compared with last year. COSCO Pacific also promotes high-power LED lighting at its subsidiary terminals in place of the original high-pressure

sodium lamp lighting. In 2014 the units of electricity used for lighting were reduced by 390,000 units. The automated loading and unloading system at Xiamen Ocean Gate Terminal, which started its trial run on 19 December 2014, is the first fully-electrical and fully-intelligent automated container terminal project in China. In addition to enhancing operational capacity and efficiency, the system achieves zero-emissions at site. Xiamen Ocean Gate Terminal is also collaborating with Xiamen University to protect the local ecosystem. The design of containers for container leasing has been improved by the use of environmental friendly materials and through conducting research on lightweight containers, contributing to a reduction in both vessel loads and fuel consumption.

Caring for the Community

COSCO Pacific embraces its corporate citizenship by actively participating in social welfare and community services, contributing to the local communities where it operates its businesses. Florens, a wholly owned subsidiary, donated containers to the international charitable organisation INCLUDED to support its charity exhibition in Beijing in March 2014. Xiamen Ocean Gate Terminal launched an “Enterprise-School Cooperation” programme with Jimei University in Xiamen and has become an internship sponsor for the university, offering students in relevant disciplines a

platform for interaction, work experience and site visits. Employees at Xiamen Ocean Gate Terminal also raised funds on a voluntary basis for the medical treatment of middle school students living in Hou Jing village near the terminal. In May 2014, Taicang Terminal set up a charity fund in Taicang Aixin School, a school for children with special needs in the city of Taicang. The terminal also launched a voluntary activity named "Protecting Changjiang, Our Mother River" and organised fishery resources release activities in Changjiang. Other subsidiaries of COSCO Pacific offer care and help to their local communities in various ways, such as providing support to local schools and social service agencies, so as to contribute to building harmonious communities.

Employee-Oriented Philosophy

As at 31 December 2014, COSCO Pacific had a total of 3,368 employees.

Employees are regarded as COSCO Pacific's most valuable asset and our vision is to build a team of dedicated staff that pursues excellence. The expansion of the Group's businesses has opened up valuable and sustainable career development opportunities for employees. Dedicated to creating a harmonious working environment, the Group arranges a wide range of training programmes to enhance the management skills and professionalism of its staff. The

Group has also focused on improving its incentive mechanism, optimising the staff assessment system and implementing an internal job rotation scheme, with the aim of strengthening talent training and helping employees to realise their full potential.

As part of our commitment to foster a corporate culture that encourages harmony and mutual understanding, the Group promotes cultural integration across regions. Through various activities aimed at facilitating better communication and understanding among employees

in different positions and from different backgrounds, we have enhanced the sense of belonging among our employees. This will in turn translate into a driving force for sustainable development. In May 2014, arrangements were made for a group of employees from Piraeus Terminal in Greece to visit and exchange ideas with their counterparts in China. The Greek employees were deeply impressed by the Chinese terminals' efficient operations and felt proud of being part of the Group.

