

Corporate Sustainable Development



Employees are regarded as COSCO Pacific's most valuable asset and our vision is to build a team of dedicated staff members who pursue excellence. By building corporate culture and promoting COSCO Pacific's core values, we create greater cohesion and spread a positive spirit.

Environmental Protection

COSCO Pacific has implemented measures and policies to protect and improve the environment. While developing our business, we have kept to this commitment and striven to minimise the environmental impact of our business operations. The Group supports and leads its subsidiaries in actively promoting technological renovation and innovation with the aim of protecting the environment, achieving a low carbon footprint, saving energy and reducing emissions, as well as cutting costs and enhancing efficiency.

The Group has continued to push forward energy saving and emissions reduction. Since 2014, it has been replacing high-voltage sodium lamps with LED at the terminals it controls. As at the end of 2015, a total of 1,455 sets of lamps had been replaced, resulting in an annual power consumption saving of 1,100,000 kWh and an annual reduction in carbon emissions of 139 tons of standard coal equivalent. The fully-intelligent automated terminals at

Xiamen Ocean Gate Terminal have entered the final stage of system optimisation and improvement. Once they are in use, it is expected that 2,035 tons of standard coal equivalent can be saved annually when compared to traditional terminal operations, representing an energy saving ratio of 84%. With the upgrading of rubber tired gantries by substituting bunker fuel-powered equipment with electrical-powered equipment at the terminals in recent years, an annual reduction in oil consumption of more than 6,000 tons and in carbon emissions of over 20,000 tons of standard coal equivalent has been achieved. Furthermore, the Group is advancing its research and development of air hybrid power drop deck semi-trailers, which are expected to reduce energy use by 20% and carbon emissions by 30%. Excluding variable factors such as changes in throughput, it is estimated that the terminals in which the Group has controlling stakes achieved a reduction in carbon emissions of approximately 10% during 2015. Florens completed trial production of eco-friendly and lightweight containers in 2015. Being made of environmentally-friendly

materials, eco-friendly containers can drastically reduce the emission of harmful substances. Lightweight containers are 10% lighter than ordinary ones, contributing to a reduction in fuel consumption in the course of transportation and an expected reduction in carbon emissions of 800kg/TEU per annum.

Caring for the Community

The Group embraces its corporate citizenship by promoting trustworthiness and actively participating in charities and community services, exerting a positive influence on the local communities in which it operates. In 2015, Piraeus Terminal made donations in kind through the Greek government to refugees arriving in Europe and provided aid to poor local families and primary schools in Greece. Staff from Quan Zhou Pacific Terminal visited local elderly people and conveyed greetings to them. The Group's other terminals also supported community affairs in various ways, thereby contributing to building harmonious and prosperous communities.

Employee-oriented Philosophy

As at 31 December 2015, COSCO Pacific had a total of 2,916 employees.

Employees are regarded as COSCO Pacific's most valuable asset and our vision is to build a team of dedicated staff members who pursue excellence. The expansion of the Group's businesses has provided valuable and sustainable career development opportunities for employees. During the year, the Group arranged a wide range of training programmes to enhance the management skills and professionalism of its staff. The Group also focused on improving its incentive mechanism, optimising the staff assessment system and implementing an internal job rotation system, with the aim of strengthening talent training and helping employees fully to realise their potential.

The Group is dedicated to providing a safe and healthy working environment for its staff. Adhering to the safety philosophy that "development should not be promoted at the expense of human life", the Group strives to optimise its safety management system, upgrade equipment to reduce the labour intensity of terminal workers, increase resource inputs to enhance safety management, and raise awareness of occupational health and safety among its employees through various kinds of safety education and drills, in order to provide its staff with comprehensive health and safety protection.

As part of our commitment to foster a corporate culture that encourages harmony, mutual understanding and the pursuit of excellence, 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 cultural backgrounds, we enhanced the sense of belonging among our employees, which translates into a driving force for corporate sustainable development. Introduced in 2015, the "Piraeus Cup" is an event highlighting adherence to core values and five-star practices. It was launched to select and recognise those outstanding teams or staff members who have made the most remarkable contributions to the Group's production, operations and corporate culture, thus guiding subsidiaries in building corporate culture and promoting the core values of the Group, which in turn results in greater cohesion and the spread of a positive spirit.

Commitment to Better Sustainable Development

In March 2015, COSCO Pacific published its first Corporate Sustainability Report, with the aim of enhancing the Group's information disclosure on environmental, social and corporate governance and demonstrating the Group's commitment to environmental protection and social responsibility.

The essence of sustainable development lies in the appropriate incorporation of environmental, social and administrative considerations into the overall business strategy and operations. As part of our commitment, we need to enhance our operational efficiency, brand value and reputation, as well as the trust of our shareholders, customers, clients and the communities in which we operate, with a view to maintaining economic efficiency, securing competitive advantages for our business and creating value for shareholders.

