

**COSCO Pacific considers commitment to corporate social responsibilities (CSR) to be an essential way for business to contribute to sustainable economic development, working with employees, their families, the local community and society at large to improve their quality of life.**

### **Employee relations**

As of 29th February 2008, COSCO Pacific had a total of 1,061 employees in China, Asia, America, Europe and Australia.

The Company is committed to providing professional and continued development opportunities for its staff, by organizing a range of training to enhance the management and professional standards of our executives. The Company encourages the staff to keep improving their management skills and professional knowledge. The Company continues refining its competitive remuneration and bonus schemes on the basis of equality and fairness. In 2007, we organised various activities to improve internal communication, enrich employees' lives, and cultivate the spirit of teamwork among our staff. The granting of share options to the staff in April 2007 greatly ignited employees' sense of belonging and enhanced their passion for work. COSCO Pacific's workforce has been developed into a globalised and united group in pursuit of excellence.

### **Social responsibilities**

In 2007, the Company actively participated in various charity and poverty alleviation causes. In June, our employees participated in the "Lifeline-

Express" charity lottery for donation to help cataracts patients, in remote areas of China, regaining their eye-sight. In December, we donated RMB 2 million to the COSCO Charity Fund under the Ministry of Civil Affairs of the PRC. The Company takes the responsibility for environmental protection very seriously. In September, we joined and became a Council Member of the "Hong Kong Business Environment Council". In an effort to promote sustainable development of our society, we maintained participation in the large-scale promotional event "Project CLEAN AIR" co-organised by the Hong Kong General Chamber of Commerce and the Hong Kong Business Coalition on the Environment. In November, we supported the "Directors of the Year Awards 2007", organised by The Hong Kong Institute of Directors, as a lead sponsor.

COSCO Pacific is committed to carrying out our civil duties to reward the society by actively participating in public welfare activities, community services, and environmental protection.