

The Company encourages continuous study. Besides arranging for training for the staff according to market conditions and business development, the Company also provides education allowances to assist the staff in taking business-related courses to improve their professional skills.

The Company has set up a general manager's mailbox and a reward for reasonable suggestion to encourage the staff to take the initiative to make recommendations on the management of the Company. We encourage the staff through share option scheme to improve their service quality, which adds value to the Company whilst enabling the staff to benefit from the business development of the Company.



As at the 31st December, 2003, the Company had 380 employees in Hong Kong, China mainland, Macau, Asia, America, Europe and Australia etc.

Social responsibilities and obligations

The social responsibilities of COSCO Pacific are to provide satisfactory service for the customers, to provide room for personal development for the staff, to deliver good returns for the shareholders, and to make good contribution to our society.

To answer our higher duty to the staff, shareholders, investors, customers, suppliers and society, COSCO Pacific always sticks to its principle of honesty and sincerity. At the same time of maximising profitability, we also take great care to ensure full compliance with the local law, regulations and environmental protection ordinances in managing and developing our businesses.



Efforts are also made to enhance our corporate governance, actively participate in social charity and environmental protection, and make contribution to society. In May 2003, COSCO Pacific donated HK\$500,000 for insurance coverage premium urgently required by frontline medical personnel in Beijing for their fight against SARS.

The Group offered various internship positions to students from various universities in Hong Kong in 2003. During the year, some of senior management members of the Company were invited to give professional lectures on a voluntary basis to share their knowledge and practical experience at certain universities in the PRC and Hong Kong.

We believe that continuous development of a company depends on a healthy social environment, and that high standards of corporate ethics are beneficial for improving corporate competitiveness. Therefore we consider that it is our responsibility and obligation to improve society and environment to make the world a better one.

