Going Green: We take it personally for Sustainability
Sustainability Report 2015

Orient Overseas (International) Limited
(Incorporated in Bermuda with Limited Liability)
About Our Sustainability Report

This compilation is the fifth Sustainability Report by Orient Overseas (International) Limited ("OOIL"), which manifests our continual commitment to sustainability, transparency and accountability.

Scope of the Report
This report covers the significant environmental, economic and social aspects of the business arising from the principal activities of OOIL and its subsidiaries (the "Group"). It also reports on the key approaches and initiatives taken by the Group to improve our performance in sustainability, transparency, and accountability.

Reporting Period
2015 Calendar Year (From 1st January 2015 to 31st December 2015).

Reference Guideline
This report is prepared with reference to the Sustainability Reporting Guidelines of Global Reporting Initiative (GRI).

Date of Issue
July 2016
Contents

Contact Us

We value and appreciate your feedback. If you have any comments about our Sustainability Report, please send them by:

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This report can be downloaded from our website at:
http://www.ooigroup.com/corporate/environmentalprotection

Published in July 2016
The Environment
Our Group continues to address the impending issues relating to global warming, air pollution, biodiversity and marine environment degradation, and energy consumption which present critical environmental challenges. We recognise that businesses must take responsibility for their industry’s effects on the environment.

Health & Safety
We go the extra mile to ensure that safety is not compromised in all our business operations, may it be onshore or at sea, including people, cargo, ships and facilities.

Security
The issue of security has always been a priority for the Group and we remain committed to the security of our operations against possible compromise and to the maintenance of the highest level of compliance in security related areas.

Our People
We strictly adhere to the ethical rules and principles in our business and all our employees are committed to a high level of professional standard in every aspect of their work. We provide our people with extensive and equal opportunities as well as an appropriate environment to achieve work-life balance.

The Community
We recognise that the societies in which our employees live and work contribute greatly to the Company’s overall success. So the care and attention that we give to these communities are a major corporate focus to ensure all our stakeholders are respectfully accounted for.

We are committed to long-term sustainable growth in our business operations, part of which involves ensuring that our Environmental, Social and Governance (ESG) work meets the needs of the evolving global supply chain, our social responsibilities as a global citizen, as well as expectations from our stakeholders.

Tung Chee Chen
Chairman
Hong Kong, July 2016
Orient Overseas (International) Limited ("OOIL"), a company with US$6.0 billion in total revenues, has principal business activities in container transport and logistics services. OOIL is listed on the Hong Kong Stock Exchange with 23 major Corporate Shareholders and has more than 320 offices in 70 countries.
Segment Information

The principal activities of the Group are container transport and logistics. Container transport and logistics include global containerised shipping services in major trade lanes, covering Trans-Pacific, Australasia, Trans-Atlantic, Asia-Europe, Intra-Europe and Intra-Asia Trades, and integrated services over the management and control of effective storage and flow of goods.

Business Description

Liner Services

Orient Overseas Container Line Ltd. (OOCL), a wholly owned subsidiary of OOIL, is one of the world’s largest integrated international transportation and logistics companies. Its trunk and intermodal services join seamlessly to offer transportation services to all the major trading economies of the world.

Logistics Services

As a world-class provider of innovative logistics and supply-chain services and solutions, OOCL Logistics has an extensive network of more than 130 offices in over 30 countries.

Providing advanced customer-specific solutions through our value-creating services and IT technology in supply-chain management, our dedicated and experienced professionals focuses on serving customers with global sourcing and supply-chain-management needs, creating value through innovative end-to-end international logistics programs.

Ports & Terminals Operations

We are also a leader in providing sophisticated transportation, warehousing and distribution services in the mainland China, offering professional and efficient 3PL and 4PL solutions. As a global company based in Asia, OOCL Logistics is exceptionally positioned to serve both international and domestic customers in the world’s fastest-growing markets.

A global network of terminals complements OOCL’s vessel, office and intermodal network. We operate dedicated terminals in North America and Asia, namely: Long Beach Container Terminal, LLC. (LBCT LLC) in California, United States and Kaohsiung Container Terminal (KAOCT) in Kaohsiung, Taiwan.
In 2015,
Liner Volume 5.58 million TEU
Terminals Throughput 2.30 million TEU
Middle Harbor Redevelopment Project

OOCL and its subsidiary LBCT LLC continue to work with the Port of Long Beach (POLB) on the Middle Harbor Redevelopment Project (MHRP) in Long Beach, California. The project is to be developed in three phases. Extensive equipment testing, systems development and professional training were conducted during 2015.

An important step in the testing procedure has been that the m.v OOCL America has been sent to Long Beach in order to participate in end-to-end testing with a real vessel in place. We expect that the first phase of our new terminal will become fully operational in the middle of 2016. This will be a hugely significant milestone for the Group, and will be one of the most operationally efficient and environmentally friendly port terminals in the world.

Our expanded new terminal at Long Beach will, over time, drive more and more benefit for the Group. This will be achieved not only by cost-efficient handling of calls by our own vessels and those of our alliance partners, but by opening up the possibility of third party business and therefore additional revenue streams.

My OOCL Center

We understand that buyers and suppliers have to lower their costs, react quickly to market changes and operate a high-speed supply chain in order to meet the formidable challenges.

My OOCL Center (MOC) is an online tool offered by OOCL to enhance the interaction with all key parties involved in a shipment, thus helping customers become more cost efficient and ultimately more competitive.

MOC’s innovative "dashboard" user-interface enables customers to easily monitor and control all the interactions regarding their shipments.

MyPodium App

MyPodium App is designed specifically for use by the International Supply Chain Management customers moving cargo and shipments with OOCL Logistics. It is the mobile extension of our MyPodium internet-based supply chain visibility and purchase order management information technology.

MyPodium App allows the customer to view, track and trace the latest progress of important purchase orders, shipments, and merchandise anytime, anywhere with their smartphone devices. It gives them on-the-go access to exceptions, status updates and fast communication with their logistics network around the globe.
OOCL Lite App

OOCL Lite is one of OOCL’s customer-focused and innovative IT products developed by CargoSmart™, an independently-operated company with OOCL investing in the development of the solution platform.

OOCL Lite allows users to: access real time sailing schedules, cargo and vessel tracking data, port schedules, rates of exchange for the selected voyage, detailed container specifications, carbon calculator functions, shipment details, and corporate news at their finger tips.

OOCL Lite is available for download at the App Store (iPhone / iPad) and Google Play (Android). The demonstration videos can be viewed in English on the OOCL YouTube Channel and in Mandarin on Youku.

Our Supply Chain

We have over 6,000 active suppliers, which are based in the diverse regions and they are illustrated by geographical region as shown in the chart below.

Approximately 7.5% and 20.1% of the Group’s total expenditure on purchases of goods and services for the year are attributable to the largest supplier and five largest suppliers respectively.

Top 10 Countries with the Highest Number of Suppliers from the Group

<table>
<thead>
<tr>
<th>Country</th>
<th>Percentage</th>
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</thead>
<tbody>
<tr>
<td>China</td>
<td>24.1%</td>
</tr>
<tr>
<td>United States</td>
<td>17.4%</td>
</tr>
<tr>
<td>Hong Kong</td>
<td>7.2%</td>
</tr>
<tr>
<td>Japan</td>
<td>4.6%</td>
</tr>
<tr>
<td>Great Britain</td>
<td>3.7%</td>
</tr>
<tr>
<td>Germany</td>
<td>3.5%</td>
</tr>
<tr>
<td>Canada</td>
<td>3.1%</td>
</tr>
<tr>
<td>India</td>
<td>2.9%</td>
</tr>
<tr>
<td>Singapore</td>
<td>2.9%</td>
</tr>
<tr>
<td>Taiwan</td>
<td>2.4%</td>
</tr>
<tr>
<td>Others</td>
<td>28.2%</td>
</tr>
</tbody>
</table>
The OOIL Group believes that the success of our company is built on the commitment to a high level of ethical and professional Code of Conduct. Our customers judge our company not only by the quality of the products and services we provide, but also by the professional conduct and business ethics of our employees.
The Group is committed to honesty, integrity and fairness in everything it does, and expects all employees to know and adhere to the standards.

**Governance Framework**

OOIL is committed to conducting its business in accordance to high ethical standards and the Company considers that effective corporate governance is an important part to corporate success and the enhancement of shareholder value.

The Company has adopted its own corporate governance code (the “CG Code”), which in addition to applying the principles as set out in the Corporate Governance Code and Corporate Governance Report (the “SEHK Code”) contained in Appendix 14 to the Rules Governing the Listing of Securities on The Stock Exchange of Hong Kong Limited (the “Listing Rules”), also incorporates and conforms to local and international best practices. The CG Code sets out the corporate governance principles applied by the Company and its subsidiaries (the “Group”) and is constantly reviewed to ensure transparency, accountability and independence.

The Board comprises of three Executive Directors, one Non-Executive Directors and five Independent Non-Executive Directors. More information can be found in our 2015 Annual Report, under the Corporate Governance Report section.

The OOCL Executive Committee (EXECO) comprises members of the top management team and is led by the Chief Executive Officer. The EXECO sets the corporate agenda and also reviews the macro issues related to the environmental and social initiatives undertaken by the Company.

At OOCL, the formation of our Safety, Security and Environment Protection (SSE) organisation reflects our strong commitment on Corporate Social Responsibility (CSR).

The organisation is structured with a Corporate SSE Steering Committee at the corporate level and a Regional SSE Committee for each region. The Corporate SSE Steering Committee’s role is to set direction and policies for safety, security and environment protection and ensure the proper execution of related corporate directives and policies in all corporate departments and regions.

Respective Corporate Functional heads of the committees will work out the directions and policies for review and endorsement by the Corporate SSE Steering Committee in order to ensure compliance of the concerned functional areas in each corporate region.

The Steering Committee is chaired by a Global Safety, Security and Environmental Protection Officer (GSSEO), who will take a proactive role in supporting all relevant SSE legal and regulatory requirements. The GSSEO would advise the Corporate Steering and Regional Committees of the latest regulatory, market and competitive developments and coordinate SSE policies and implementation efforts with the relevant Corporate Functional Departments and Regions. The GSSEO would also report to the EXECO on key issues and latest SSE developments in the Group.

**Risk Management Framework**

OOIL has set up procedures to identify, manage and control risks that may have an impact on the business of the Company. EXECO sets the direction for risk management and works with relevant Corporate Functional Departments on mitigating operational risks are managed by the relevant Corporate Functional Departments and Regions.

Corporate Functional Departments would identify and assess key risk areas and formulate risk control measures to guide each Region. Key risk management areas will be regularly reviewed by the EXECO and internal audits will also be conducted to identify areas for improvement.
Our Philosophy

At its core, any activity in the Group is guided by our Mission Statement and Core Values.

Mission Statement

To be the best and most innovative international container transport and logistics service provider; providing a Vital Link to world trade and creating value for our customers, employees, shareholders and partners.

Core Values

OOCL has four core values that are central to everything the Company does. The core values are:

- People, People, People
- Customer Focus
- Excellence Through Quality
- Community Responsibility

Our Policies

We believe that our strategies and approaches to sustainable development drive a long-term value creation for our business and stakeholders. Our core value on Community Responsibility is underpinned by our Corporate Safety, Security and Environment (SSE) Policy and supported by our Sustainable Procurement Policy. These policies are primarily focused on addressing the risks and opportunities in our business and incorporate the economic, environmental and social approaches to sustainability into our decision-making process.
Corporate Safety, Security and Environment (SSE) Policy

OOCL goes the extra mile to make safety and security a top priority in our business operations, onshore and at sea, including people, cargo, ships and facilities. We maintain the highest safety and security standards and recognise that businesses must take responsibility for their industry’s effects on the environment so OOCL proactively demonstrates our concern for the environment at every level of our organisation.

OOCL is committed to:

• Apply industry best practices, and go above and beyond compliance with relevant rules and regulations on Safety [1], Security [2] and Environment [3]
• Establish and improve safety, security and environment objectives and targets
• Proactively promote an Onboard Safety Culture and engage in the highest levels of training
• Participate fully in the prevention and suppression of security threats against supply chain operations under our control and carry out risk assessment on a continuous basis
• Use resources [4] efficiently and apply innovative voluntary measures to minimise the impacts on the environment and natural resources
• Regularly communicate our SSE Policy to all staff and business partners throughout the supply chain
• Continually re-assess and upgrade our SSE commitments
• Serve our stakeholders by assessing their needs and providing information

OOCL evaluates opportunities for working with responsible business partners to achieve our sustainable procurement objectives at every level of the supply chain. We also strive to ensure that our commercial relationships are formed with partners that share our values on safety, security and environmental care and sustainable business practices.

[1] ’Safety’ includes but is not limited to the providing of a safe working environment to protect employees from occupational hazards.
[2] ’Security’ includes but is not limited to the preventive measures to ensure security onshore and onboard, as well as cyber security.
[3] ’Environment’ includes but is not limited to air and greenhouse gas emissions, discharges into water and land, and generation of hazardous and non-hazardous waste.
[4] ’Resources’ includes but are not limited to energy, water and other raw materials.

Safety, Quality and Environment Management System

OOCL was the first container shipping line in the world to have achieved the SQE certification which consolidates the ISM-Code, ISO 9001 and ISO 14001 requirements.

Sustainable Procurement Policy

We are dedicated to promoting sustainable and responsible practices and our Corporate Sustainable Procurement Policy has been implemented in every aspect of our business and at every stage of the supply chain to manage and assess environmental and social risks.

OOCL is committed to:

• Reducing harmful pollutants and emissions
• Promoting greater environmental sustainability at every stage in the supply chain by conserving resources
• Promoting awareness among our suppliers of our expectations with regard to Safety, Quality and Environmental Protection
• Promoting ethical sourcing practices
• Contributing back to our community

Vendor and Supplier Selection

Under our vendor and supplier selection mechanism, a self assessment of the potential contractor must be completed to confirm their compliance to our Safety, Security, Environmental and Social Guidelines, where on-site verification of their facilities may be conducted if deemed necessary. Once compliance is confirmed we would review and work with our vendors to ensure compliance levels are maintained.

[1] ’Safety’ includes but is not limited to the providing of a safe working environment to protect employees from occupational hazards.
[2] ’Security’ includes but is not limited to the preventive measures to ensure security onshore and onboard, as well as cyber security.
[3] ’Environment’ includes but is not limited to air and greenhouse gas emissions, discharges into water and land, and generation of hazardous and non-hazardous waste.
[4] ’Resources’ includes but are not limited to energy, water and other raw materials.
Not only does our customers judge our Company by the quality of the products and services we provide, but also by our professional conduct. We believe that the success of our Company is built on the commitment and high level of ethical and professional standards of our employees. The objective of our Corporate Guide policy is to set the Code of Conduct that we expect from each employee in every location where we operate, regardless of the employee’s position or level.

OOCL Code of Conduct (Summary)

OOCL is committed to honesty, integrity and fairness in its business conduct and organisation management. OOCL also maintains the highest standards of professional ethics and integrity in dealing with its customers, vendors and partners.

Highlights of OOCL’s Code of Conduct:

1. Legal Compliance
   - Comply with all applicable laws and regulations in the countries in which the Company operates.

2. Prohibition of Bribery and Corruption
   - Do not accept or offer gifts of material value, entertainment, or other gratuities of worth from or to business partners, in exchange for business opportunities or any privilege that can raise doubts as to objectivity and fairness of business decisions. Such offers include, but not limited to, cash, gifts, business opportunities or contracts, travel, entertainment and other expenses. Anyone aware of or suspect a violation must report to the competent authorities in the Company.

3. Political Contribution
   - We do not make any offer, payment or gift of material value, or promise of such, directly or indirectly, to any government or public official, political party or its representatives, candidate for political or governmental office.

4. Managing Conflict of Interest
   - Staff must declare and report any conflict of interest, directly or indirectly, that may impact fair business dealings and objective decisions. Where such conflicts exist by circumstances, alternative arrangements must be made to ensure fairness and objectivity.

5. Adherence to high ethical standards by respecting rights and dignity of all persons with whom we deal. Specifically we respect the provisions of the UN Universal Declaration of Human Rights and the Conventions of the International Labour Organization in regard to:
   - Elimination of all forms of forced, compulsory and child labour
   - Freedom of employment & association
   - Respect for the individual and elimination of discrimination
   - Safe and healthy working conditions
   - Payment of living wages and regular employment entitlements
   - Non-excessive working hours

6. Assurance of non-disclosure of the Company’s business, customers and financial information and no misappropriation of our tangible or intellectual property.

7. Commitment to OOCL’s Safety, Security and Environment (SSE) Policy.
Whistle-Blowing Framework

Under the Group’s whistle-blowing policy, employees may report any concern regarding accounting, internal accounting controls and auditing matters to the Audit Committee without fear of dismissal or retaliation. This framework helps ensure that the Group complies with all the applicable laws and regulations, accounting standards, accounting controls and audit practices. The Audit Committee will review each complaint and decide on how the investigation should be conducted. In 2015, the Audit Committee received no complaint from employees.

Anti-Corruption

In the interest of adhering to the highest ethical standards, the Group has a formulated Code of Conduct which serves as a guideline to ensure compliance with all local, national and international legal standards and to preclude offences under local, national and international laws, any breaches of confidentiality, non-disclosure requirements or intellectual property rights and any conflicts of interest, acts of bribery, corruption or political contribution and any other areas of deemed misconduct.

We take bribery and corruption very seriously. The Group’s Code of Conduct has a chapter on “Bribery and Corruption” which provides a clear guidance on how to conduct business in an ethical, fair and legal manner. The Company will regard any violation of this policy as a serious matter and it is likely to result in disciplinary action, including termination, consistent with local law. We also have region- and function-specific training on anti-corruption for our employees to take.

In addition, we have set up procedures to identify, manage and control risks that may have an impact on the business of the Group. The Group’s “Whistle Blower Policy”, established in 2006, is one of our formalised procedures through which employees can anonymously file reports or register concerns and helps govern the reporting and thorough investigation of allegations of suspected improper activities.

Our current approach is considered to be effective and sufficient. We have not received any reported cases of corruption within the Group and we ensure that all our practices are in full compliance with relevant laws and regulations. Although our industry is less vulnerable to corruption, we continue monitoring and reviewing our policies and practices to maintain “zero corruption”. We would also evaluate whether it is necessary to launch anti-corruption risk assessments for our global offices, business partners, vendors, suppliers and agencies.

Extortion, Fraud, Money Laundering & Other Related Crimes

The guidepolicy of Code of Conduct requires all employees to comply with any laws, rules and regulations that are aimed at preventing, detecting and remedying economic crime and, in particular, fraud, extortion, money laundering and other related crimes. Employees must not engage criminal activities nor choose to ignore them. We ensure that all our business practices and operations are in full compliance with relevant laws and regulations and during the reporting year, no such crimes have been discovered.

Operational Risk Assessment

The purpose of the Operational Risk Management guidance is to align with the EXECO directive to implement an Operational Risk Management process and report operational risks. By integrating Operational Risk Management into our daily business activities, we can prevent and minimise harm to people, loss to business and damage to environment that may arise from our operations.

Operational Risk Management shall be implemented company-wide and reports back to EXECO on a quarterly basis through the SSE Committee. All corporate functional departments and regions are to be accountable for identifying, assessing, controlling, reviewing and reporting operational risk areas that fall under their respective functional and regional scope. While an accident summary is one source where risks can be identified, this directive encourages a fresh look at our operations to identify new risks while managing existing ones.
Human & Labour Rights

As a responsible corporate citizen employing the highest standards of business ethics in all that it does, the Group understands that the process begins with the treatment of its employees. As a successful corporation, the Group appreciates that its success, growth and performance are attributable to the skills, dedication and teamwork of its employees. It regards people as its greatest asset. The Group is committed to ensure our people are treated with dignity and respect. Therefore, Human and Labour Rights is an important element to our Corporate HR Guidepolicies in which it serves as a guideline to ensure compliance with all local, national and international legal standards. In particular, we respect the provisions of the Declaration, Compact and Principles from the United Nations in respect to human and labour rights and the Conventions of the International Labour Organization with regards to:

- Elimination of all forms of forced, compulsory and child labour
- Freedom of employment & association
- Respect for the individual and elimination of discrimination
- Safe and healthy working conditions
- Payment of living wages and regular employment entitlements
- Non-excessive working hours

Other chapters, such as, “Code of Conduct”, “Equal Opportunity in Employment”, “Prohibition of Harassment” and “Grievance Handling Process” are also incorporated in the Corporate HR Guidepolicies and communicated to our employees through new-hire orientation, training and Group’s intranet.

We have not received any reports on non-compliance or grievance related to Human and Labour Rights issues in the reporting year. In our approach to protecting the right of our people, we periodically monitor and review our employment practices to safeguard the best interest of our people and to ensure that we continue to be in full compliance with the related laws and regulations.

Grievance Handling Process

The guidepolicy of Grievance Handling Process is in place to define and formulate the framework for handling grievances raised by employees and ensure that all such matters can be resolved in a fair, consistent and expeditious manner and in strict confidence. Any complaint or grievances will be promptly and thoroughly investigated by the immediate supervisor or Human Resources Department or any other person as appointed by the Company. The investigation will be communicated with relevant employees through channels deemed appropriate by the Company determines that a complaint is founded or grievance has occurred, appropriate relief for the employee bringing the complaint or grievance and appropriate disciplinary action against the source of complaint or grievance will follow. Complaint or grievance matters can be extremely sensitive and as such, and all communications, such as interviews and witness statements will be kept confidential.

The Company will strive to ensure that there will be no retaliation or adverse action taken against the employee who raised the complaint or grievance by providing information in confidence. The Human Resources Department is actively involved in the consultation and resolution process to ensure a proper settlement.

Disciplinary Action

The guidepolicy of Disciplinary Action defines and formulates a system of progressive disciplinary actions on instances of non-compliance by employees who have repeatedly failed to meet conditions of employment. Our policy ensures that when administering disciplinary actions, there is strict observance and adherence to established procedures so as to maintain fairness and consideration and to minimise any potential disruption to our operation. An employee observe certain standards of job performance and professional conduct as specified in Code of Conduct, Employee Handbook and other local Human Resources policies. For first time offenders, the Company will endeavor to provide employees with necessary guidance and opportunity for correction. However, if the employee fails to improve, he/she may be subject to disciplinary action and in cases of serious misconduct, be subject to summary dismissal.

For example: The UN Universal Declaration of Human Rights and Guiding Principles on Business and Human Rights from The UN Global Compact
Guidelines for Safety, Security & Environmental Care (SSE) Incident Reporting

Incidents may occur in our business operations that threaten life, cargo and property. Through SSE Incident Reporting, we can capture incident trends and lessons learnt so we can prevent the same from happening in other regions and in the future.

All incidents related to safety, security and/or environment should be reported according to escalation matrix in our Corporate Emergency Response Plan (CERP). Types of reportable incidents include:

- Fatalities
- Staff work injuries (incurring lost workday(s))
- Truck / feeder / rail / land facility accidents with injuries
- Fire accidents causing serious property damage
- Security threats and breaches
- Environmental pollution / contamination to water and to land
- Cargo / container accidents which cause or threaten to cause injuries, security breaches, pollution and serious property damage.

Shipboard Safety, Quality and Environmental (SQE) Monitoring and Reporting

According to our certified Safety, Quality and Environmental Management System (SQE) (equivalent to OHSAS 18001, ISO 9001 and ISO 14001), it is required all of our vessel to implement and maintain the Shipboard Safety, Quality and Environmental Monitoring and Reporting. Our SQE Coordinator is responsible for monitoring of vessel safety and environment protection. Upon receipt of all Master's Reviews from vessels the SQE Coordinator shall carry out a study of the Reviews. The SQE Coordinator also has to instigate necessary follow up action and report such action and recommendations to the Fleet Management Department in headquarters.

Inspection Policy on Dangerous Goods (DG) Containers

To increase the safety of our employees, customers’ cargo and properties on shore and at sea when carrying DG containers, the SSE Steering Committee has decided to apply a random inspection policy on DG containers. The inspection program will raise awareness of cargo safety amongst shippers, contribute to safer cargo transport and reduce risk and costs arising from DG incidents.

Data Security and Intellectual Property Rights

We have ISO 27001 Information Security Certification and evaluated our information security management system to protect our customer and business data privacy from cyber risks. The Group’s Code of Conduct ensures intellectual property rights are observed and protected. This policy assures that there is non-disclosure of the Company’s business and customers information and that there is no misappropriation of our intellectual property.

Competition Compliance

Competition law compliance is an integral part of business for all corporations operating in the global market place. Under the vigilance of our Competition Compliance Committee and the Competition Compliance Working Team, we have systematically and thoroughly implemented and enforced OOCL’s Competition Compliance Policy to ensure that all our practices are in full compliance with competition laws.

OOCL has developed and implemented our competition compliance program which includes the establishment of guidelines and mandatory training of employees to ensure our practices are in compliance with competition legislations.

Customer Identity Verification

OOCL is committed to enhancing shipment security and customer relations. Our booking acceptance policy and the Customer Profile (CPF) verification guidelines are the foundation to providing a clear accountability of each functional unit in verifying the validity of each customer and its legal identity against sanction lists, including those under the United States (U.S.) and European Union (EU). In addition, a procedure has been developed to oversee the status of the CPF records and to switch them into an inactive status when they are not being utilised within two years. In order to ensure the entire supply chain is well controlled and managed, we are continuously refining our policy and workflows.
Customers Feedback Handling

In line with our Customer Focus core value, we treasure all feedback from our customers. To facilitate the collection of customer feedback, we have added a “Customers Feedback” page on our corporate website at www.oocl.com.

The purpose of this process is to ensure feedback from customers will be handled in an organised and timely manner so that appropriate action can be taken to address their concerns. Feedback may generally fall into two main categories; namely appreciation and complaints. Complaints may be service-related or on our code-of-conduct. Proper records on handling customer feedback must be maintained to enable us to learn from experience.

The Group is not aware of any material noncompliance with relevant laws and regulations on health and safety, advertising, labeling and privacy matters related to products and services provided during the reporting period. So there was no any redress action undertaken.

Sustainability Strategy

As we continue to build on our efforts and accomplishments on environmental management the development of this Sustainability Report highlights our desire to move towards a more integrated approach to sustainable development. Developing our Sustainability Strategy has been an important step to further integrate sustainability considerations into our business decision-making process.

This Strategy is driven by our corporate philosophy and we feel that there is a need to further enhance our initiatives and bring our approaches to environmental management, economic development and social responsibility together into a more coherent structure, under the umbrella of sustainable development.

In the process of defining what sustainability means to the Company, it significantly helped steer how we set our plans and goals for the future. The result is the formulation of some key sustainable development priorities to initiate while setting targets and plans for each department in the Company to embrace and execute. Going forward, the development of our Strategy will continue to be refined according to the views of our stakeholders and objectives of the Company.
Stakeholder Engagement

We place a high priority on stakeholder engagement and recognise that it is fundamental to understanding the impact our business has on the communities in which we operate as well as the potential issues that may affect us. So reaching out to our stakeholders is imperative to achieving our business and sustainability objectives and we take every effort to gather their concerns and incorporate their views in our sustainable development strategies.
Our Stakeholder Engagement Pathway

Listening and working with our stakeholders are imperative measures to ensuring the effectiveness and accuracy of our Sustainability Strategy. We establish strong communications to engage with as wide a variety of stakeholders as possible to gather their feedback for our assessment. We liaise with all interested and related parties such as our customers, business partners, employees, suppliers, shareholders and communities to identify which parties are most critical and what issues are of concern to them.

As presented in the table that identifies all the major stakeholders and the significant initiatives undertaken by our Company, it clearly demonstrates the wide spectrum of stakeholders we work with and the level of commitment we have to the communities to ensure that their concerns are properly accounted for.

Our Engagement

The benefits of stakeholder engagement are tremendous for our business. It helps us identify the key issues that should be addressed and prioritised towards the shaping of our corporate sustainable development strategies. Over the years, we engaged with a wide spectrum of stakeholders through a variety of pathways, tackling climate change and improving fuel efficiency. We will continue to reinforce our stakeholder engagement process and communications with them regarding our sustainable development initiatives.

- Participating in the Voluntary Speed Reduction Program to significantly reduce carbon dioxide emissions
- Participating in the fuel switching schemes to lower sulphur emissions
- Supporting the academic community in oceanographic research
- Collaborating with industry bodies and environment-focused organisations on responsible business practices
- Sharing of our carbon footprint and greenhouse gas (GHG) emissions data in a credible and transparent manner
- Offering the OOCL Carbon Calculator for customers to estimate the carbon footprint in their supply chains
- Adopting high energy efficient vessels, equipment and machineries
- Monitoring of responsible sourcing practices from our suppliers
- Enhancing environmental performance indicators for all global business units
- Studying feasible initiatives and technologies in our operations to address climate change
- Working with the environmental-focus organisations to improve the carbon dioxide and sulphur dioxides calculation methodologies
- Employing the external checker to verify the major environmental data disclosure
- Informing our customers to be aware of GHG Scope 3 emissions from their upstream activities
- Enhancing corporate Environmental, Social and Governance reporting framework and its disclosure.

The emissions of six main greenhouse gases (GHG) are addressed by the United Nations Framework Convention on Climate Change (UNFCCC), namely carbon dioxide (CO₂); methane (CH₄); nitrous oxide (N₂O); hydrofluorocarbons (HFCs); perfluorocarbons (PFCs); and sulphur hexafluoride (SF₆); also include a seventh greenhouse gas - nitrogen trifluoride (NF₃) from the GHG Protocol Corporate Standard.
Key Issues from Operations

Engaging with a diverse group of stakeholders over the years has helped us identify the social and environmental impact that are relevant to our business. The diagram below illustrates the various sustainability issues from different operational components in our business.

Environmental Issue
The most significant impact from our operations is in the consumption of non-renewable fossil fuels that generate air pollutant and greenhouse gas emissions. Efforts to restrain the impact on air quality and climate change have been focused on improving our vessels and facilities. Handling of dangerous goods is also another major environmental concern. The environmental impact from our on-shore activities are derived from emissions produced by our trucking and machinery operations, consumption of large volume of water, and hazardous chemicals from our maintenance works.

Safety, Security and Health
Safety, security and health issues have always been of paramount importance and a first priority at our Company. We link our approach to quality and contingency planning. We employ a number of guidelines, procedures and precautionary measures to focus on safe operations both onshore and at sea, preventing any possible threats to security that are associated with transport operations.

The Business
As a leading integrated international transportation and logistics company, our business strategy incorporates concerns from our customers, employees and suppliers. Our business success is dependent on our commitment and response to address the concerns and interests of key stakeholders.

The Community
We contribute extensively to the development of communities in Hong Kong and around the world. We help develop and maintain a sense of communal identity through various activities such as partnering with a variety of charities and Non-Governmental Organisations (NGOs) around the world, sponsoring academic projects, and supporting employee volunteering initiatives.
The Environment

We recognise that businesses must take responsibility for their industry’s effects on the environment. Our Company is dedicated to meeting the needs of the present without compromising those of the future. We encourage sustainable economic development through innovative environmental care measures. We believe that by taking a proactive role in caring for the environment, we can help reduce the consumption of natural resources, minimise our discharges, wastes, greenhouse gas emissions, as well as other pollutants regulated under national laws and regulations, such as sulphur oxides (SO\textsubscript{x}), nitrogen oxides (NO\textsubscript{x}) and other particulate matters (PM), to make the world a better place to live for ourselves and future generations.
We fully comply with all environmental regulation and requirements related to our operations. We encourage our employees and vendors to take responsibility for their actions and comply with their environmental obligations. In 2015, we did not receive any fines nor breached environmental laws and regulations, such as air and greenhouse gas emissions, discharges into water and on land, and generation of hazardous and non-hazardous waste.

Managing Carbon Footprint and Harmful Emissions

We believe that by taking a proactive role in caring for the environment, we can help reduce the consumption of natural resources, minimise our carbon footprint as well as other harmful pollutants such as sulphur oxides (SO₂), nitrogen oxides (NOₓ) and other particulate matters (PM) to make the world a better place to live for ourselves and future generations.

Greenhouse Gases (GHG) emissions are widely associated to its effect on global warming and climate change which are major challenges that affect everyone. Although climate change presents challenging obstacles, we also see opportunities for innovation. Over the years, we have made use of our knowledge and experience to create greener services to improve energy efficiency beyond our own operations.

New Environmentally Friendly Technology Designs

We believe that clean technology will make an important contribution to environmental protection, such as reducing the level of greenhouse gas emissions. OOCL works hand-in-hand with shipyards and naval architects to implement new environmentally friendly technology designs on our vessels.

Cold Ironing (Alternative Maritime Power)

All of OOCL’s new buildings currently under construction are installed with Alternative Maritime Power (AMP) Systems, also known as “Cold Ironing”, which allows the vessel to use shore-supplied electricity instead of burning fuel when at berth.

According to the Port of Los Angeles, the use of AMP technology has demonstrated an average reduction of 95% in NOₓ, SO₂, and PM emissions per vessel call and helped nearby communities improve air quality. In the first two years of their AMP program, over 80 metric tons of pollutants were eliminated at the Port of Los Angeles.

Initiatives to Reduce Nitrogen Oxides

Since 2000, all our vessels have been installed with environmentally friendly NOₓ-controlled propulsive engines while advanced slide fuel injection valves are also being adopted to help reduce NOₓ emissions by 30%.
Using Low-sulphur Fuel

OOCL is fully compliant to the EU, North America and IMO mandated requirements of using 0.1% or lower sulphur content fuel in all SOx Emission Control Areas (SECA). We are also compliant to the requirements of using 0.1% sulphur content fuel when our vessels are berthed at designated EU ports.

OOCL vessels also ensure that the sulphur content of our fuel is well below the IMO prescribed standard of 3.5% when sailing in the high seas. In 2015, OOCL achieved an average sulphur content of 2.32%.

Investment on Climate Change and Environmental Protection

We see businesses that take a proactive role in encouraging and managing current and future economic, environmental and social development through innovation will prosper as leaders in a highly competitive and changing global business environment. Therefore, OOCL is very serious about sustainability investing.

Furthermore, we understand that businesses must take responsibility for their industry’s effects on the environment. Our Company is thus dedicated to meeting the needs of the present without compromising those of the future. Despite a period of consistent deterioration in profitability for the industry, we continue focusing on green investment which includes fuel-efficient vessels, energy-saving terminals, eco-friendly machineries and equipment. By doing so, we believe this reinforces our commitment to customers that we offer them the best service quality with the least impact on our environment.

Green Passport and Life Cycle Assessment

The Inventory of Hazardous Materials (IHM) (also known as the Green Passport) is a crucial requirement of the Ship Recycling Convention. With an aim to aid safer and more environmentally sound recycling of ships, such inventory helps the recycling facilities formulate a safer and more environmentally sound plan for decommissioning the ship.

Most of our vessels do own the “Green Passport”. This inventory identifies, locates and lists out all hazardous and potentially hazardous material onboard a vessel. An appointed Classification Society will issue “A Statement of Compliance” (SOC) once IHM has been reviewed and having this SOC means that shipowners are aware of the hazardous and potentially hazardous materials on board the vessel and will make efforts to reduce the amount of these materials throughout the vessel’s lifespan. It is also very useful in managing the health risks posed to onboard crew as well as the unnecessary risks brought to the environment.

Obtaining Green Passport for our vessels demonstrates our responsibility in the ship recycling industry. For example, ships sold for scrapping may contain environmentally hazardous substances such as asbestos, heavy metals, hydrocarbons, ozone-depleting substances and others. As the IHM identifies all hazardous and potentially hazardous material onboard a vessel, it helps reduce the health, safety and environmental risks where the ships are being recycled.
Environment Friendly Features on OOCL New Buildings – 13,208TEU

- EEDI (Energy Efficiency Design Index): about 45% less than IMO Baseline
- DFOC (Daily Fuel Oil Consumption): about 20% less than similar size ships
- ‘Green Passport’ and ‘Enviro’ notation app
In addition to the adoption of clean technology in our operations, the best way to reduce emissions in the shipping industry is to save fuel and we have been focusing on our bunker saving programs for many years. By taking these initiatives, OOCL has cut carbon dioxide emissions by more than 45% since 2004. In addition to reducing our emissions, we are able to help our customers achieve a lower carbon footprint in their supply chains.

Regular Hull Maintenance and Cleaning

Marine growths, such as barnacles, molluscs and algae, can weigh a ship down which in turn lead to more fuel consumption. We carry out regular maintenance on our ships to keep the hull completely clean and free of such growths.

Optimum Trim (balance of cargo) and Minimum Ballast

One way that we can burn less fuel is by maintaining the optimum trim and minimise the use of ballast. An optimum trim is the balance of cargo on board a vessel and if the load is too heavy at one end, the imbalance can result in more fuel being used to sail. Hence, we devise and implement sophisticated cargo loading plans to achieve the optimum trim.

Moreover, the minimal use of ballast water can also help achieve a lighter vessel load and better trim of ship draughts by good stowage, thereby burning less fuel.

Weather-routing Systems for Safer and Shorter Routes

We invest in sophisticated weather routing systems to avoid bad weather and to take the shortest route possible to our destinations. If a vessel hits a storm or a typhoon, naturally it will be slowed down – perhaps from involuntary speed resistance from high winds, or voluntary slowdown to avoid damage to the vessel – and as a result the ship will tend to burn more fuel and be less efficient. With these systems, the Captain can avoid bad weather areas by planning the best routes possible.

Container shipping is the most environmentally sound way to transport large volume of goods across the world. Most of the world’s manufactured goods and products travel by container ship and, when this startling fact is considered, the relative impact upon the environment is low in comparison to other modes of transport.

For example, for every kilometre that a container ship carries a ton of cargo, it is far more energy efficient and emits much less in the way of harmful CO₂ emissions than any other type of freight transport, including airplane, truck and train. It is estimated that on average a container ship emits around 40 times less CO₂ than a large freight aircraft and over three times less than a heavy truck. Container shipping is also estimated to be two and a half times more energy efficient than rail and seven times more than road.
Respect for Biodiversity & Marine Environment

We are committed to environmental measures that respect aquatic biodiversity.

Onboard Waste Management

At sea, we incinerate waste onboard by using appropriate equipment, such as food dispenser, garbage compactor and incinerator that are in accordance with the MARPOL Convention requirements. At port, we dispose waste to facilities that are authorised by the port authority.

We continuously monitor the amount of sludge and aim to reduce waste being generated by the vessel. Hence, specialised equipment, such as homogenisers and oil purifiers, are used to minimise the development of sludge.

Ballast Water Management Program

All container ships discharge ballast water, which can contain organisms that are harmful to the environment.

We have a policy of exchanging ballast water only in the open sea (200 nautical miles away from the nearest coastline) and aim to achieve zero ballast water exchange when berthed at the port.

Ballast Water Treatment

In 2004, the IMO adopted the International Convention for the Control and Management of Ships’ Ballast Water and Sediment (BWM Convention) to prevent and eliminate the risk in the introduction and dispersal of invasive species into habitats where they do not belong. In addition to the introduction of treatment standards over the coming years, the IMO convention specifies a set of criteria for the treatment process to make sure at least 99.9% of all living organisms carried in ballast water are killed or removed before being discharged.

To help lessen the harm to the marine environment, OOCL has been actively exploring different kinds of technologies to effectively treat ballast water that is in line with our environmental policy.

Using Non-Toxic Hull Paint

OOCL always uses environmentally friendly and non-toxic hull paint on our vessels to help protect marine life.

All our ships have been painted with tributyltin free paint (TBT-free) that are also both tin and copper-free. OOCL is constantly striving to improve the marine environment by implementing a policy for all newbuildings to use silicone-based foul-release paint.

OOCL Containers

Today, OOCL only uses CFC-free refrigerants for all of our refrigerated (reefer) containers. OOCL’s newest reefer containers have one of the lowest power consumption in the industry. All our containers have been applied with tin-free paint and we also introduced the use of eco-friendly bamboo floors instead of the traditional hardwood ones.
The Environment and Natural Resources

Our policy encourages us to help minimise potential impacts of operational activities on the environment and the natural resources through innovative environmental care measures. We are committed to environmental measures that respect aquatic biodiversity and natural environment. OOCL continually invests in environmentally friendly equipment such as ballast water treatment, and uses sustainable materials, such as non-toxic paint, bio-degradable stern tube oil and bamboo flooring, to help protect marine environment and forests. In addition, our Group proactively takes part in ecosystem restoration project such as tree planting and replanting of coral and mangrove.

Use of Resources

Our Group has set out policies to use resources efficiently, including energy, water and other raw materials. Our Group actively minimises the consumption of electricity, fuel and other raw materials in vessels, terminals, warehouses and offices. We continue focusing on green investment which includes fuel-efficient vessels, energy-saving terminals, eco-friendly machineries and equipment. Each regional office of our Group has their own local recycling initiatives. In order to reduce fresh water consumption, our vessels utilise onboard desalination plant to convert seawater into potable water. By doing so, we believe this reinforces our commitment to customers that we offer them the best service quality with the least impact on our planet.

Approaches and Initiatives

OOCL Terminals

In 2015, our Long Beach Container Terminal (LBCT LLC) continued to exceed all environmental requirements by the U.S. Environmental Protection Agency (EPA), the State of California’s Air Resources Board (CARB), and the Port of Long Beach’s (POLB) Green Port Policy. Some of the compliance measures taken in 2015 include:

- Deploying newer model “Clean” trucks to receive and deliver containerised cargo;

- Retrofitting container handling equipment with the latest “Clean Air Technology” engines or the latest exhaust control technologies, as well as replacing very old ones for newer and more energy efficient equipment.

Phase 1 development of the new LBCT Pier E terminal, also known as the Middle Harbor Redevelopment Project (MHRP), has been designed and is being constructed by using the cleanest and most efficient technologies available. Not only will the MHRP be at the forefront of clean technology for cargo handling, the construction equipment and processes used in the development also meet the highest environmental standards.

To help improve air quality and reduce emissions in the local community, the new terminal will be:

- Certified to meet Leadership in Energy and Environmental Design (LEED) standards;
- Providing fully electric, emission free handling of containers from vessel to the truck using all-electric cranes and battery powered Automated Guided Vehicles (AGVs);
- Providing electrical power to the facility at 66,000 Volts, ensuring the most efficient transmission of power with the minimum possible loss levels to the terminal;
• Providing “Cold-Ironing” facilities to allow all vessels to operate on clean shore power and shut down their generator engines while at-berth; and
• Purchasing Renewable Energy Credits.

In 2005, our Kaohsiung Container Terminal (KAOCT) in Taiwan had converted its entire container yard to a “green” enterprise by replacing its straddle carriers operation with electric rail mounted gantry cranes (RMGs) to improve energy and operational efficiencies. As a result of the improvements made over the years, electricity consumption throughput decreased by 15.4%, from 17.4 kWh/TEU in 2005 to 14.7 kWh/TEU in 2015.

Currently, there are a total of 20 electrically powered RMGs in the terminal on a fixed-rail system and these gantry cranes are emission-free, quiet, and provide a much safer working environment at the port. The equipment has not only helped improve energy efficiency but also terminal efficiency as shipside productivity improved by 8.9% from 2005 to 2015 and during this same period, the annual throughput also increased by 72%. This has enabled KAOCT to effectively handle more vessels at one time and the higher productivity level helped shorten the vessel berthing period to achieve bunker saving as well as emission reduction.

Moreover, KAOCT minimised the use of Side-Pickers and utilised electric-powered RMGs to handle empty containers at the terminal to improve energy efficiency. When compared to 2007, the terminal reduced diesel consumption by about 38% last year. In 2012, over 200 sets of lighting systems in the terminal office were also replaced with energy efficient LED technology, achieving a 59% savings on lighting electricity.

Group Offices

Our focus is to create and maintain a “paperless office” environment by eliminating the use of faxes and unnecessary paper documents. As a business which has traditionally relied on paper documentation with customers, such as bills of lading and invoices, we have successfully taken innovative measures to effectively reduce our paper consumption by 20% in the first year of implementation.

We have implemented a “reduce, re-use and recycle” campaign in all our offices around the world, encouraging employees to switch off computers after work, powering off copiers and lights after use, and to install energy-saving office equipment, such as energy-efficient lighting systems.

In exploring areas where we can reduce the use of natural resources, we adopt the mixed source Forestry Stewardship Council (FSC) certified paper for our publications, such as corporate calendars, corporate brochures and reports.

Environmental Awareness and Training

1. On ship

All OOCL senior officers on ships are professionally trained to acknowledge the importance of environmental protection and abide to the Company’s policy and procedures, such as the Ballast Management Plan, Garbage Management Plan and the Shipboard Marine Pollution Emergency Plan, to protect the environment. Subsequently, all other OOCL crew members are then trained by their senior officers.

2. Land side

All OOCL employees undertake basic training on environmental awareness through learning the Company’s core values within the first few weeks on the job. This is an important part of the mandatory employee induction training delivered through the Company’s ePeopleSmart learning platform.

OOCL Adopts Extended Speed Reduction

Since 2005, OOCL adopted the voluntary speed reduction program at the Port of Long Beach and the Port of Los Angeles to help reduce emissions when sailing into port. Initially, the speed reduction program encouraged vessels to reduce their speed within 20 nautical miles of the ports and subsequently the revised program extended the radius to a 40 nautical miles zone. OOCL had adopted the 20 nautical miles zone since the introduction of the program and has
also committed to adopting the extended speed reduction zone. Reduced vessel speed results in less fuel being used and therefore less emissions, such as sulphur oxides and nitrogen oxides, diesel particles and greenhouse gases being released near the coastline.

Global Vessel Voyage Monitoring Centre (GVVMC)

To enhance fuel saving and improve fleet performance, OOCL and CargoSmart™ have been working closely together to utilise the AIS signals to monitor all OOCL vessels through CargoSmart’s GVVMC (Global Vessel Voyage Monitoring Centre) that operates around the clock, 24-7, to track the movements of more than 6,500 container vessels and the status of over 1,300 container ports.

The GVVMC monitors real-time vessel movements to identify exceptions earlier through state-of-the-art and innovative tools. The Centre would alert the users (i.e. container liners) if speed deviation, route deviation or any abnormal activities of a vessel during the voyage is found, allowing for a quicker response to address those issues. The implementation of the GVVMC was a big success in supporting marine operations to ensure that all containerships are in line with service loop standards and performance guidelines.

OOCL Welcomes Landmark Air Pollution Control Regulation

1st July 2015, marked an important day for Hong Kong’s shipping industry as the Air Pollution Control (Ocean Going Vessels) (Fuel at Berth) Regulation for switching to cleaner fuel while at berth in Hong Kong came into effect.

The Air Pollution Control (Ocean Going Vessels) (Fuel at Berth) Regulation is the first in Asia, mandating fuel switching at berth where vessels over 500 gross tonnage must switch to using 0.5% or lower sulphur fuel in the auxiliary engine(s), generator(s) and boiler(s) when berthing at the Hong Kong port.

Back in November 2010, OOCL, as an international shipping company based in Hong Kong, helped establish the “Fair Winds Charter” (FWC), a voluntary two-year program that requires participating vessels to switch to using fuel with sulphur content of 0.5% or lower in the auxiliary engines while at berth in Hong Kong. The voluntary fuel switch program initiated by the FWC resulted in a reduction in 890 metric tons of sulphur dioxide a year. The program was facilitated by the Hong Kong Liner Shipping Association, Hong Kong Shipowners’ Association, and Civic Exchange from 1st January 2011 to 31st December 2012 and was extended to expire on 31st December 2014.

Despite the expiration of the FWC, OOCL remained committed to doing what we can for cleaner air in Hong Kong by having our vessels continue with this FWC practice up until the new regulation came into effect.

We also worked with the Hong Kong University of Science and Technology (HKUST) and the Environmental Protection Department (EPD) in their research on the fuel switching topic.

Supporting improved air quality in the region

As a global corporate citizen with our roots deep in Hong Kong, OOCL is proud to provide ongoing support to the Hong Kong Government in working with other authorities in the Pearl River Delta region on air quality. We welcome this new regulation as a good move for improving the air quality in Hong Kong, creating a level playing field and for setting an excellent example for everyone in the region to work towards sustainability in our environment in the region.
It is also hoped that this regulation will pave the way for the establishment of an Emissions Control Area (ECA) in Asia, a more sustainable and long-term solution to effective and lasting air quality improvements in sync with international best practices as seen in Europe and North America.

Shenzhen Port Green Convention

OOCL is one of the leading carriers that signed on to the newly introduced Shenzhen Port Green Convention initiated by the Shenzhen Transportation Commission (SZMOT) that encourages ocean going vessels to voluntarily use fuel with a sulphur content of less than 0.5% when berthed at the participating ports in Shenzhen.

OOCL Carbon Calculator

In 2010, OOCL launched the OOCL Carbon Calculator online and also on smartphone platforms. The calculator allows OOCL customers to measure the carbon dioxide emissions in their supply chains. It is one of the first emissions calculator of its kind to offer multiple shipment searches and full intermodal emissions data.

This calculator has demonstrated OOCL’s commitment to environmental care and our drive to help our customers understand and manage the carbon footprint in their end-to-end supply chains.

The scope of the calculator spans across vessel, truck, feeder, barge and rail with over 70,000 port pairs. It offers customers a user-friendly interface, allowing them to generate summarised reports according to their preferred specifications.

OOCL spearheaded this project in 2010, partnering with the Department of Logistics and Maritime Studies of the Hong Kong Polytechnic University that act as our third party verifier. The Calculator has been checked and verified for its methodology, accuracy and carbon footprint calculations by The American Bureau of Shipping (ABS) Consulting.

Annual Supply Chain CO₂ Report

In our latest environmental initiative to better serve the needs of our core BCO customers by gathering information on their supply chain’s carbon emissions, we have made further improvements in our IT capability to allow us to automatically generate the Supply Chain CO₂ Reports for all the shipments without having to manually input the calculating variables.

This enhancement project aims to standardise the presentation of the data and uses a more efficient method to generate the reports, thereby allowing us to provide a more effective and proactive approach to sharing carbon emission information with our core BCO customers on an annual basis. This service capability was available since March 2014.

Corporate reporting of greenhouse gas emissions with high quality standards has become a common practice for multinational corporations (MNCs) to respond to a growing demand from stakeholders for increased transparency.

By providing the Supply Chain CO₂ Reports on a proactive basis, we are able to better serve our customers and helping them achieve their green objectives in their supply chains.
Outing with Kids to Mai Po Nature Reserve

Our Hong Kong Vital Link volunteers took a group of children from the St. Christopher’s Home Heart Link to the Mai Po Nature Reserve for a fun and educational day on 1st November 2015.

St. Christopher’s Home is a group home for children who needs adequate family care. St. Christopher’s Home Heart Link provides aid and encouragement through services such as after school care and academic support to children from low-income families.

A total of 27 volunteers, along with 28 kids (ranging from Primary 2 to Primary 6) enjoyed a guided tour of the Reserve managed by the World Wildlife Fund (WWF) Hong Kong and learned about nature and the different species of birds there.

Shanghai Colleagues Take Part in Recycling Event

On 21st November 2015, a group OOCL colleagues from Shanghai volunteered for a recycling event organised by the IExchange Charity Organization. The purpose of this event was to promote the concept and practice of source separation and help residents recycle items such as used clothes, old batteries, electrical equipment and glass bottles.

More than 170 colleagues took part in a total of 20 such environmental awareness / recycling events organised by Shanghai Office since 2013. Our colleagues in Shanghai are committed to continue such events and do what they can to preserve the environment for future generations.

Tree Planting Activity in Logistics Park

On 7th May 2015, over 450 colleagues from various offices in North China took part in a tree planting activity at the Lingang Logistics Park in Shanghai to welcome the Spring season. The plant which had been selected to “green up” the area alongside the gate of OOCL Logistics Warehouse (Shanghai) were Sweet Olive Trees.

After the tree planting activity, colleagues had the opportunity to learn more about warehouse operations at the logistics park such as the container hanger set up, handling of reefer containers, and how various equipment works.
Going Green by Harnessing Solar Energy

In 2015 July, a total of 814 solar panels were installed at our Levington office in the United Kingdom to leverage on green energy sources. By harnessing the power of the sun in a solar photovoltaic (PV) array, it can provide about 50% of the office’s annual electricity consumption, thereby reducing approximately 123,000 kg of CO₂ emissions each year. The expected life of the solar array is around 40 years, which means this green initiative can continue contributing to OOCL’s green credentials for many years to come.

Green Week

Since 2007, the first week of July each year has been designated as the OOCL Green Week in support of environmental care. Improving the environment is one of our key focus under one of OOCL’s core values and demonstrates our commitment to corporate social responsibility.

Green Week is a global program for everyone at our offices around the world to promote environmental care through special events and meaningful activities. They are organised to remind our colleagues on the importance of “Going Green” and we have been successful in showing our long-term commitment to protecting our environment through such initiatives.
Our Worldwide Initiatives and Activities on Green Week

GOING GREEN FOR SUSTAINABILITY!

UNITED KINGDOM
- Levington Church Clean-up
- Solar Panel Installation
- Spring Watch for Local Wildlife
- Wild Flower Garden

PAKISTAN
- Clifton Beach Clean-up
- Save Water Campaign
- Stone Artwork Competition
- Tree Plantation

NORTH CHINA
- Green Movie
- Green Volunteering
- Tree planting
- Vegetable Cultivation

HONG KONG
- Green Movie
- Green Talk
- Green Tour
- Green Workshop

KOREA
- Eco-bag design contest

JAPAN
- Beach Clean-up
- Garbage Picking in Tokyo

SOUTH CHINA
- Eco Drawing Contest
- Family Recycling DIY
- Park Clean-up
- Planting DIY in Office

SOUTH CHINA
- Eco Drawing Contest
- Family Recycling DIY
- Park Clean-up
- Planting DIY in Office

BANGLADESH
- Green Talk
- Product Recycling
- Tree Distribution

CAMBODIA
- Green Sale
- Green Exchange
- Organic Farming

UNITED STATES
- Jordan Trail Clean-up
- Memorial Tree Planting
- Neighborhood Clean-up
- Flavia Pack Recycling Program

PHILIPPINES
- Adopting IWC Mini Eco Park
- Eco Bag Promotion
- Green Thumb Challenge
- Juice-Ko-Day
- Plastic Ni Juan

INDIA
- Beach Clean-up
- Green Decoration
- Green Promotion to Customers
- Tree Plantation Drive

MALAYSIA
- Growing Own Vegetable
- Recycled Craft Contest
- Green Educational Trip

SINGAPORE
- Green Game
- SWITCH Project
- Green Goodie Bags
- Green Fruit Promotion

INDONESIA
- Green Week Slogan
- Waste Management
- Clean-up Public Facility

VIETNAM
- Exchange Recycled Goods
- Green Corner Contest
- Green Sale
- Tree Planting

AUSTRALIA
- Animal Care Education
- Green Donation
- Green Video
- Meat Free Monday

GOING GREEN FOR SUSTAINABILITY!
Awards and Recognition

OOCL is proud and honoured to receive recognition and awards for our commitment and efforts to corporate sustainability each year and we highlight some of our achievements in 2015.

Founding Constituent of the Hang Seng Corporate Sustainability Index

The Group is a founding constituent of, as well as listed in, the Hang Seng Corporate Sustainability Index since its establishment in 2010. Only the top 30 companies are listed in the Index and they are recognised to have received the highest scores among all others on aspects including environmental care, social impact, and corporate governance. Since the Index’s inception, we remain a proud member and have been rated by the Hang Seng Index’s nominated independent and professional assessment body.

OOIL becomes a FTSE4Good Global Index Constituent

The FTSE4Good Index Series is one of the world’s most recognised and respected indices measuring the performance of companies demonstrating strong Environmental, Social and Governance (ESG) standards for investors committed to socially responsible investments.

OOIL is honoured to be the first Hong Kong-based enterprise in the international transportation and logistics industry to be included in the Index. Independently assessed according to the Index criteria, OOIL has met all ESG requirements to become a constituent of the Index following the December 2015 review, an important milestone in the Company’s efforts to achieving long-term sustainability objectives.

OOCL Achieves Dual Reporting Standards for Environmental Data Integrity

OOCL is dedicated to environmental protection and committed to data integrity standards. Each year, OOCL ensures that such standards are consistent and upheld by certifying our environmental data through independent business assurance service providers. Accredited by Lloyd’s Register (LR), OOCL has once again achieved dual reporting standards through the use of Clean Cargo Working Group (CCWG) and ISO 14064-1:2006 verification tools.

This initiative ensures that OOCL’s data disclosure on vessel emissions in 2014 is transparent, accurate, complete, consistent and relevant after checking for not only the carbon dioxide, sulphur oxides and Greenhouse Gas (GHG) Scope 1 emission levels of OOCL vessels, but also extending to the GHG Scope 2 level which is associated with electricity consumption of OOCL’s head office in Hong Kong. In the verification process, OOCL prepared all the proper documentation and records showing the effective management over data integrity and we are pleased that not a single discrepancy, misstatement and nonconformity was identified between the emission data collected in the samples from the randomly selected vessels by LR and the data submitted by OOCL for the year 2014.
Hong Kong Awards for Environmental Excellence – Gold Award

OOCL received the 2014 Hong Kong Awards for Environmental Excellence (HKAEE) Gold Award in the Transport and Logistics Sector category on 14th May 2015. The HKAEE is recognised by the community as one of the most prestigious and reputable environmental award schemes in Hong Kong. It encourages businesses and organisations to embrace green management and innovation and offering the opportunity to benchmark their environmental performance.

In this seventh annual award, 1,048 applicants competed in 15 industry sectors. In considering OOCL for the gold standing, the Award recognises a company’s commitment and drive to achieving environmental objectives through the entire organisation. This includes initiatives taken to sustain progressive environmental improvements and working with partner organisations to establish synergies to adopting greener business models and operations.
Singapore Environmental Achievement Award

OOCL received the 2015 Singapore Environmental Achievement Award (Regional) (SEAA) at a ceremony held by the Singapore Environment Council’s (SEC) 20th Anniversary Gala on 26th August 2015. The SEAA was launched in November 1997 to honour outstanding organisations and companies for their overall environmental stewardship, environmental management and performance as well as leadership and innovation in sustainability.

We are very proud to be a part of this awards scheme which aims to continue increasing the level of environmental performance and awareness amongst industries operating in the ASEAN region. It also encourages industries to adopt a more proactive approach towards managing the environment by identifying positive examples through the respective SEAA winners as shining examples for other organisations to emulate.

ASEAN Corporate Sustainability Awards

OOCL was runner up for two awards in the categories of “Sustainability Strategy” and “Sustainability Report” by the Academy for Professional Excellence (APEX) Global at the ASEAN Corporate Sustainability Summit on 27th March 2015. The awards recognised our clear vision in our sustainability strategy with carefully designed initiatives and objectives, and our transparent disclosure through our annual sustainability report.

Green Flag Award

Since its launch, OOCL has been an outstanding voluntary participant in the Port of Long Beach's Green Flag Program by complying to sail at slower speeds within 40 nautical miles of the coastline. To acknowledge OOCL for our commitment to reducing harmful emissions, we received a Green Flag Award from the Port of Long Beach in 2015, a recognition that we have received every year since 2005.

OOCL will continue our efforts in cutting air pollutants such as smog-forming NOx, diesel particulate matters and greenhouse gases. Port officials estimate that the amount of NOx generated by container ships would be decreased by approximately 550 metric tons a year if all the vessels comply with this program.
Section 5 The Environment

LBCT Receives Top Environmental Award

On 15th May 2015, Long Beach Container Terminal (LBCT LLC) and OOCL have been honoured by California’s leading environmental advocacy group, the Coalition for Clean Air (CCA) with their top award for environmental stewardship. The CCA also recognised LBCT President for his efforts in working towards a zero emission terminal at the Port of Long Beach.

Asian Responsible Business Leadership Award / Asian Green Future Leadership Award

OOCL won two sustainability awards by the Asian Confederation of Businesses and CMO Asia on 7th October 2015 in Dubai. Over 2,500 entries were received from different parts of the world. OOCL won awards for the Asian Responsible Business Leadership Award for “Environmental Sustainability – Environmental Leadership” and the Asian Green Future Leadership Award for “Best Green Employee Engagement”.

“Class of Excellence” Wastewi$e Label

OOCL received environmental recognition for our participation and performance in the Wastewi$e Label Scheme under the Hong Kong Awards for Environmental Excellence (HKAEE) program. Under the Scheme, participants must achieve at least nine goals or more, covering at least two of three Wastewi$e categories in order to be granted with the “Class of Excellence” Wastewi$e Label. The three categories include Waste Avoidance & Reduction Measures, Collection and Recycling of Recyclable Materials, and Purchase or Manufacture of Recycled Products.
Golden Globe Tigers Sustainability Award

OOCL won the “Best Green Business Award” for Green Management & Future Leadership at the Golden Globe Tigers Summit and Awards 2015 event held in Kuala Lumpur, Malaysia on 25th March 2015. The Golden Globe Tigers Award is organised by the Asian Confederation of Businesses, World CSR, CMO Council and CMO Asia. The “Green Management & Future Leadership” award is for organisations that participate in environmentally-friendly or green activities to ensure their business activities adequately address current environmental concerns while maintaining a profit.

Participation in Environment-focused Organisations

As an active participant in addressing the issues of environmental protection and climate change, we are a member of a few environment-focused organisations:

- OOCL has been a member of the Clean Cargo Working Group (CCWG) since 2003 and it is a Working Group of the Business for Social Responsibility (BSR) organisation, comprising of around 40 major multinational shippers and carriers. CCWG is dedicated to benefiting the environment and people by assessing and addressing the environmental footprint of goods transported around the world. Practical solutions developed by the CCWG include the Environmental Performance Survey (EPS), which offers consistent standards and measurements of a carrier’s environmental performance.

  Our mission with the CCWG is to foster continuous improvement in the environmental and social performance aspects of freight transport by sharing information and promoting best practices in the industry.

- The Business Environmental Council (BEC) is a non-profit organisation in Hong Kong promoting corporate social and environmental responsibility. Members share their responsible business practices which balance economic, social and environmental interests.

- The World Wildlife Fund (WWF) is a leading environmental and conservation organisation. Membership funds are channeled into local conservation programs and community education.
We never compromise on workplace safety. Our Corporate Safety, Security & Environmental Care (SSE) Policy underpins our commitment that, so far as is reasonably practicable, our operations are executed in a safe working environment to avoid any occupational hazards, health and safety risks to the employees and stakeholders. Maintaining a zero rate of accidents and injuries are our primary safety objective.
We frequently carry out comprehensive risk assessments for reefer and dangerous cargo. Prior to loading, dangerous goods are randomly inspected to ensure that they are correctly packed and properly stored. Strict onboard checking systems have also been implemented for other sensitive cargo. Special drills for ship safety and anti-pollution measures are periodically conducted both onboard a vessel and at office locations.

We take a zero tolerance approach to work-related injuries and ensure full compliance with the required health and safety laws and regulations at all locations of operations. During the reporting period, no incidents of health and safety standard violations were found.

**Approaches and Initiatives**

**Our Zero Tolerance Approach**

The Health and Safety of our people is a high priority and remains a key focus for the Group as we work together to achieve our Zero Tolerance approach to injuries in the workplace. We believe that Zero Tolerance is a fundamental sustainability objective.

**Emergency Response**

In the event of emergency and crisis situations, a Corporate Emergency Response policy is in place to ensure such events are handled appropriately and in a timely manner. Under this policy, Emergency Response Teams (ERT) are formed in each Region, reporting to the Corporate Emergency Response Team (CERT), and ultimately to the Executive Committee where needed.

**Emergency Response Teams (ERT)**

In the event of a serious incident, the Regional Emergency Response Team (RERT) should first become involved in dealing with the immediate situation. If the situation becomes more serious, the RERT will escalate the case to CERT. A standardised formation of ERTs means clear communication lines can be quickly established for an efficient crisis response mechanism.

**Dangerous Goods**

**Transportation**

Due to its hazardous nature, Dangerous Goods (DG) shipments are regulated under stringent rules and regulation throughout the entire transportation process.

Vessel owners, container liners, port authorities, international organisations, and other related entities in the supply chain, all set various requirements concerning safe transport of DG. Information and knowledge need to be shared and a large amount of documents and certificates need to be granted and delivered among different parties. All of these requirements lead to complex and demanding operations.

There is no integrated solution for DG transportation thus far, though a few carriers maintain their own in-house systems; developed individually and isolated from their competitors. Subsequently, it has long been agreed that the best way of improving safety at sea is by developing international regulations, as well as treaties adopted by the IMO.

**Our Service**

The major regions that we serve in the Americas, Europe, Middle East and Asia Pacific, all have specific handling procedures and approval process for DG applications.

A shipper or customer’s DG cargo will be checked for its content accuracy and any legal requirements concerning its transport will be taken into account.
In addition, OOCL ensures the relevant stowage and segregation requirements of dangerous goods are met. This helps provide additional safety to the cargo, vessel, crew, cargo handlers and the overall environment.

OOCL's DG teams are also available to discuss and provide advice to our customers on all issues relating to different international and domestic regulations.

DGSmart

OOCL's Dangerous Goods System has a powerful training program, known as "DGSmart", which covers all parties involved in the DG transportation process, including carriers, forwarders, manufacturers, port authorities, and DG / chemical experts.

Each party provides certain information and performs functions that are shared, followed up, and cross-checked further down the processing chain. DGSmart also links all the process involved in the whole DG transportation; our technical standard for data processing is regarded as consummate.

Safety Training

In addition to the IMO’s mandatory safety training, we also offer additional safety programs for our sea staff, which is in line with one of our core values, “People, People, People”. One of our ongoing programs is the Onboard Mentoring Program, which helps train newly recruited or promoted sea staff and cadets on safe and efficient performance. The Master, Chief Officer, Chief Engineer and Second Engineer would closely “mentor” them for a specific period of time with continuous appraisal reports.

An Onboard Safety Culture is constantly being promoted and all crew members are kept up-to-date on safety measures and initiatives through various training and re-education systems. OOCL offers a web-based training program and is designed for individual self-study with the purpose of upgrading safety awareness. The course is accredited by recognised organisations and an examination is given at the end of each module. Crew members are expected to apply the knowledge acquired within the context of their ship’s operation after the course is completed.

For over 10 years we have conducted the Bridge and Engine Resource Management Courses for OOCL officers and engineers. These courses were conducted at the OOCL Maritime Academy (formerly called the Zhoushan Orient International Seaman Training Centre) in China and sponsored by the Tung Group and OOCL. All OOCL sea staff, including ship masters, officers and engineers, would be sent for mandatory training and re-education courses every four years on a rotational basis.

To promote safety and quality training for future seafarers, OOCL also sends our experienced technical staff, ship masters and chief
engineers to conduct presentations on topics such as safety, security, shipboard communication skills, and our in-house SQE System (Ship Safety / Security, Quality and Environment System) to students at the Zhejiang International Maritime College in China.

**Safety Review 2015**

In addition to carrying out regular safety training and comprehensive risk assessments, one of the most important adoptions to help maintain a zero rate of accidents and injuries is that we have “No Blame Policy” in place to encourage our sea staff to report incident of any scale to us.

Rather than focusing on blame, this policy helps us perform investigations that focus on identifying real and fixable root causes.

**Preventive Measures of Infectious Disease**

Our guide policy of preventive measures of infectious disease is in place to provide guidance to Regions in ensuring that consistent preventive measures of infectious disease are in place for all individuals and in all offices. It defines infectious disease and outbreak; proposes action to prevent infectious disease, and provides guidance in personnel, hygiene and environmental hygiene, as well as proper actions in case of suspected or confirmed infectious disease.

In addition, subject to the situation, the Company may provide with preventive vaccination in the office / Region where there is an outbreak. Each region shall use the colour-coded alert system and principles to work out and adopt its own contingency plan according to the local situation. The contingency plan should be regularly updated to ensure its validity. Priority is to ensure health, safety and business continuity.

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**Awards and Recognition**

**AMVER Awards Program**

On 18th September 2015, OOCL was presented with 19 AMVER Awards for the year 2014. AMVER is a worldwide voluntary reporting system sponsored by the United States Coast Guard.

The basic premise of the Atlantic Merchant Vessel Emergency Reporting system (AMVER) program is for all mariners to help other mariners in need regardless of their nationality. AMVER is a unique, computer-based, and voluntary global ship reporting system used worldwide by search and rescue authorities to coordinate rescue efforts for ships in distress at sea.

Our Company makes safety at sea a top priority and our participation in the AMVER system shows our support in maritime safety. We believe the AMVER program helps protect lives and make the ocean a safer environment for all seafarers. OOCL has participated in the AMVER system for over 10 years and many of our ships have since received a number of AMVER awards.
OOCL Fleet Awarded for Outstanding Performance

OOCL was awarded with the “Outstanding performance in the Port State Control inspection results” for Hong Kong registered ships in the year 2014 by the Marine Department of the HKSAR Government and Hong Kong Shipowners Association (HKSOA).

The Port State Control (PSC), as specified by the International Maritime Organization (IMO), is the inspection of foreign ships in national ports to verify that the condition of the ship and its equipment comply with the requirements of international regulations and that the ship is manned and operated in compliance with these rules.

The honour was presented to OOCL by Professor Anthony Cheung Bing-leung, Secretary for Transport and Housing of the HKSAR Government in front of more than 120 representatives from the shipping industry at a special awards event jointly organised by the HKSAR Government and HKSOA on 18th June 2015.

Qualship 21 Certificates

OOCL vessels have been recognised for our exceptional safety and environmental standards under Qualship 21 since 2004. In 2015, 13 OOCL vessels were recognised as Qualship 21 participants for their high standard of excellence; marking the most OOCL vessels ever certified under the program to date.

We are particularly proud of the fact that according to the United States Coast Guard, less than 10 percent of the foreign-flagged ships that operate in the US have qualified for this initiative.
Security

We are committed to maintaining our vigilance to prevent any potential threats to security. Security measures, plans and standards are all in place and audited at every level of our organisation. We take every precaution to provide the highest levels of security for our customers and employees.
In a world where cargo security are becoming more complex in the international trading community, OOCL is strongly committed to the security of our operations against possible compromise and to the maintenance of the highest level of compliance in security related areas.

Corporate Security Policy

As a responsible company, we have to ensure the safety and integrity of all our employees, ships, customers' cargo and our port facilities. In this regard, we are obliged to offer our utmost cooperation to the Authorities including the Governments of all States in their fight against any act that will impinge on maritime or cargo security. Such acts may include, but not limited to, the following:

- Terrorist attacking a port facility
- Hijacking of ship
- Bomb threat
- Piracy
- Sabotage
- Shipping of weapons or agents of mass destruction
- Drug smuggling
- Stowaway / human smuggling
- Tampering with documentation / container / cargo
- Cargo Pilferage

Security Code

From our offices to ports, warehouses, shore facilities and onboard our vessels, we work with the authorities to ensure that every measure is in place to maintain the highest commercial and operational security standards as possible at all times, while all employees are educated and regularly updated through security training.

International Ship and Port Facility Security Code

OOCL complies with the International Ship and Port Facility Security Code ("ISPS" Code) to ensure security threats are detected and assessed and preventive measures are in place on our vessels and at our port facilities. A designated officer on each ship and at each port facility reports to the Company Security Officer who oversees the security plans, drills and training. With this in place, all our vessels continue to have an exemplary record containing zero breaches of security and clean detention records.

Partners in Protection

Our Company has been certified as a “Partners in Protection” (PIP) carrier by the Canada Border Services Agency (CBSA) Partners in Protection. It is a voluntary program established by the CBSA for companies which assist to enhance border security, combat organised crime and terrorism, detect and prevent contraband smuggling, and increase the awareness of issues to secure the flow of goods and travellers across the U.S.-Canadian border.

Customs-Trade Partnership Against Terrorism

Our Corporate Security Policy and internal guidelines fully satisfy the U.S. Customs-Trade Partnership Against Terrorism (C-TPAT) initiative. We regularly conduct internal security checks to identify, evaluate, and prevent any security threats. Our security profile has been validated by the U.S. Customs and Border Protection Agency through “on-site” checks of our Group’s offices and facilities including terminals, warehouses, depots and vessels.

Container Security Initiative

OOCL is also committed to other international initiatives, rules and regulations such as the Container Security Initiative (CSI) and 24-Hour Advance Manifest Rule. We also actively engage various governments and authorities worldwide in their efforts against any act that would impinge upon maritime or cargo security.
Authorised Economic Operator

Similar to the C-TPAT, the EU Authorised Economic Operator (AEO) is a voluntary-based public-private partnership where participants who fully meet AEO requirements, such as customs compliance, appropriate record-keeping, financial solvency and, where relevant, security and safety standards, will be offered an AEO certification. Since 2011, twelve of our EU-based branch offices have been AEO-certified.

To combat the increasing threat of maritime piracy, OOCL applies anti-piracy measures by adopting best practice guidelines and establishing close communication with staff onboard

Piracy

Piracy was common across the Middle East region and with occurrences in the southern end of the Red Sea, Gulf of Aden, Arabian Sea and down into the Indian Ocean, stretching from the Somali coastline all the way acrosske within close proximity of the Indian coast.

Anti-piracy Measures

OOCL follows anti-piracy measures before our vessels enter the High Risk Area (HRA). One of the key measures is to maintain a 24-hour, 360-degree counter-piracy visual and radar watch and to assign additional watch-keepers at the bridge and on the deck while transiting through the HRA to watch out for suspected pirate crafts.

OOCL has also adopted the Industry Best Management Practices to avoid, deter or delay pirate attacks. We cooperate with navy forces and relevant anti-piracy organisations to exchange information on safety and security measures, piracy policies and procedures. Close communication is also kept between the vessels and our Fleet Management Department office which has a 24-hour emergency hotline and is always on standby in case of any emergency.

Information Security

Security Certification in OOCL Data Centre

OOCL was successfully certified with the new ISO/IEC 27001:2013 standard that puts more emphasis on measuring and evaluating how well an organisation’s Information Security Management System (ISMS) conforms to risk assessment requirements and meets the high corporate IT Security management, planning and control standards.

The ISO 27001 Information Security Certification is an internationally-recognised code of practice for the management and protection of information security. With the certification, it recognises that the data centre is professionally secured to world-class standards. The importance of information security is to ensure that timely and accurate information are available when delivering products and services while at the same time, preventing and minimising security incidents.

OOCL has been accredited with the ISO 27001 Certificate since 2005 and successfully upgraded to new edition of ISO/IEC 27001:2013 in 2014 by SGS, an international certification body.

The certification covers the primary production Data Centre and also extends to secondary Data Centres for “Research and Development” and “Disaster Recovery” services.

The ISO 27001 specifications contain a number of objectives and controls. These include: Information security policies, Organisation of information security, Human resource security, Asset management, Access control, Cryptography, Physical and environmental security, Operations security, Communications security, System acquisition, Development and maintenance, Supplier relationships, Information security incident management, Information security aspects of business continuity management and Compliance.

As an industry leader in technology, OOCL strives to provide the most innovative international container transport and logistics services in the business. As part of its core business philosophy, OOCL excels in its services through continuous improvement and adoption of cutting-edge technology and information systems.
Cyber Security Awareness Training

Traditionally, antivirus and malware detection software would provide a boost to our computer security by helping our computers stay away from being “infected”. But as the development of the Internet is becoming more sophisticated than ever, signature-based virus / malware detection tools alone are no longer sufficient today.

This is because the “Advanced Persistent Threat”, a set of stealthy and continuous computer hacking processes often orchestrated by attackers targeting a specific entity by taking advantage of security loopholes, is growing. APT has been observed to target organisations and/or nations for business, financial and/or political motives. “Corporate Security Breaches”, “Email Spoofing”, “Spear Phishing” and “Social Media Fraud” are some of the common types of cyber attacks.

To boost our employee’s knowledge and awareness of cyber security, new initiatives and programs have been developed to ensure everyone takes part in protecting our assets and become more resilient against such threats. This includes an annual cyber security training and mandatory test for all employees, monthly knowledge and trend updates, and sophisticated monitoring and protective systems. This Worldwide Cyber Security Awareness Training program demonstrates our commitment to IT security and best practices to protect Company and customer information.

We initiated a Big Data Security Analytic project to further enhance our protection systems. It is to reduce the danger of zero-day malware when APT happened and unknown attacks in our environment by providing early detection and near-real-time alerts.

Phishing Email Awareness Exercise

Cyber attacks can seriously affect businesses and it is vital that our colleagues learn how to prevent these attacks and deal with suspicious emails. In March 2015, OOCL announced the launch of our first awareness exercise focusing on phishing emails. Emails were sent out to our staff under the guise of a hacker designed to track how people fall victim to the phishing and help to assess our organisation’s vulnerability to an actual attack.
As a responsible corporate citizen employing the highest standards of business ethics in all that it does, the Group understands that the process begins with the treatment of its employees. As a successful corporation, the Group appreciates that its success, growth and performance are attributable to the skills, dedication and teamwork of its employees. It regards people as its greatest asset and takes good care of them.
The Group is an equal opportunity employer with a clearly defined policy covering areas such as treating all employees with fairness and dignity, promoting the corporate culture of encouraging open and frank communication throughout the organisation, investing in its employees and caring for their hopes and aspirations through people-development programs and education, as well as recognising their efforts and achievements.

**Employee Profile**

We employ more than 9,800 full-time employees around the world where the majority of them are hired locally and 90.85% of the employment are on a regular basis.

**Staff Retention**

The OOIL Group is a very stable organisation with a good staff retention rate. The Company has proactive strategies in place to try and retain employees through various programs to enhance job satisfaction and improve staff retention. In 2015, the turnover rate for employees across our operations was 11.9%.

<table>
<thead>
<tr>
<th>Nationality Mix of Seafarers</th>
<th>Mainland China</th>
<th>61.8%</th>
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<tbody>
<tr>
<td>Philippines</td>
<td>20.7%</td>
<td></td>
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<tr>
<td>Hong Kong</td>
<td>5.7%</td>
<td></td>
</tr>
<tr>
<td>Europe</td>
<td>5.7%</td>
<td></td>
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<tr>
<td>Others</td>
<td>6.1%</td>
<td></td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Total Group Workforce (By Region)</th>
<th>Mainland China</th>
<th>49.57%</th>
</tr>
</thead>
<tbody>
<tr>
<td>Hong Kong</td>
<td>12.67%</td>
<td></td>
</tr>
<tr>
<td>North America</td>
<td>8.46%</td>
<td></td>
</tr>
<tr>
<td>Europe</td>
<td>7.51%</td>
<td></td>
</tr>
<tr>
<td>Others</td>
<td>21.79%</td>
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</table>

<table>
<thead>
<tr>
<th>Total Group Workforce (By Age Group)</th>
<th>Under 30 Years Old</th>
<th>40.16%</th>
</tr>
</thead>
<tbody>
<tr>
<td>30-39 Years Old</td>
<td>32.97%</td>
<td></td>
</tr>
<tr>
<td>40-49 Years Old</td>
<td>16.33%</td>
<td></td>
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<tr>
<td>50 Years Old and Above</td>
<td>10.54%</td>
<td></td>
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</tbody>
</table>

<table>
<thead>
<tr>
<th>Total Group Workforce (By Gender)</th>
<th>Women in Workforce</th>
<th>53.89%</th>
</tr>
</thead>
<tbody>
<tr>
<td>Men in Workforce</td>
<td>46.11%</td>
<td></td>
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</table>
Professional Development

Our People’s Success is OOIL’s Success

At OOIL, we encourage openness and innovation in our work environment. Every employee is entitled to equal training and development opportunities through nomination and selection. Our policy on “Training & Development” sets out to groom our people to support our business growth and their own professional development while discharging duties at work. The Group provides employees with extensive opportunities to realise their potential and improve their knowledge and skills through job assignments, internal or external courses, and various vocational training and development programs.

A Learning Environment

People development remains a cornerstone of the corporate culture and enables the effective operation of OOIL’s career development policy through recruitment and promotion from within.

While on the job, our employees can be nurtured and given numerous learning and development opportunities. OOIL has, over the past years, dedicated a great deal of time and effort into its various people-development programs. OOIL advocates continuous learning and supports employee career development through job rotation, local and overseas job assignments in conjunction with the offering of formal and informal learning and development opportunities and sponsorships for performance enhancement.

Global Recognition Program

Global Recognition Awards are designed to promote and recognise the “Take It Personally” spirit among OOCL employees with the purpose of promoting quality service to all our customers.

New SPOT Award Postcards

Everyone likes to be thanked and recognised for a job well done. At OOCL, we strongly believe in the importance of encouraging, thanking and recognising the contributions and hard work from our colleagues. This could be making a suggestion which improved efficiency at work, completing a job which exceeds expectations, or even demonstrating behaviour which exemplifies our Core Values and/or Core Competencies.

The SPOT Award is part of our “Global Recognition Award” which is aimed at promoting quality customer service both internally and externally.

Staff Movement – Transfer / Reassignment

The framework for Staff Movement is established to facilitate effective human resources deployment, supporting achievement of business objectives and employee development.

There are many opportunities available for career growth at OOCL. We may, in the interest of staff career development and the operational needs of the Company, assign them to different positions, or transfer them to different departments or Group companies, either on a temporary or permanent basis. When such opportunities become available, we will consider their career goals and provide career counseling at their request. In addition, they may take advantage of career opportunities by applying for open positions within the Company. Position openings will be posted through our Internal Recruitment Bulletin.
Six-month Short-term Job Rotation Program

With “People, People, People” being the first of our 4 Core Values, OOCL is committed to investing in our people – our greatest asset!

As part of our continuous people development effort, OOCL launched a 6-month short-term Job Rotation Program to broaden colleagues’ exposure, experience and perspective by

• Working in different cultural and business surroundings;
• Taking on a challenge with full accountability and performance measurement in a different functional setting;
• Learning to appreciate a new set of business issues in a different geographical environment.

Program participants benefit from the exchange of knowledge, skills, insights and best practices, as well as the opportunity to enhance their communication and collaboration abilities to foster continuous improvements on business processes and decision making, thereby heightening overall organisational capability.

Success Management System (SMS)

The Success Management System has been an effective tool to evaluate an individual's performance in terms of meeting both the Company’s objectives and their own goals and competency requirements.

Training and Development Programs

In addition, our employees are also provided with various management and functional training programs aimed at further enhancing their competencies to better serve our customers and contribute to the growth of the Group.

International Executive Development Program (IEDP)

We run IEDPs for managers and executives worldwide. The program was first launched in May 1988. To-date, more than 700 OOCL executives from across all regions have completed the IEDP.

Staff Communication / Knowledge Sharing

The Group employs an innovative approach to employee learning and management development. The Group recognises that on-demand performance support to its employees is the key to help them deliver what customers need. Through the Group’s intranet, called “InfoNet”, the Group offers an all new string to its human-resources bow, creating learner-centric platforms with interactive paths to training and self-improvement, as well as opening up learning opportunities to many more people within the business. Introduced in 2010, this new intranet portal also allows speedy sharing of Company news and business updates while giving its employees a platform to exchange views and ideas. In 2011, the Group had a wide adoption of enterprise-level collaboration tools. It made capturing and sharing of knowledge and best practices among employees much more efficient.

Lunch & Learn

Launched in 2013, OOCL’s “Lunch & Learn” Program was created to offer colleagues the opportunity to learn more about a topic or business area which is not normally within their own job scope in a relaxed environment during lunch.
The Lunch & Learn program first started in Hong Kong and over the past year the success of the program encouraged other regional offices to conduct their own programs.

**Knowledge is Power**

At OOCL, information and knowledge are always at our fingertips, so that we are always well informed and in touch. That is what makes us stand out from our competitors. All this knowledge is aggregated from our staff in various departments.

We have various tools for sharing: Tibbr, for giving and receiving information and help; OOCL Wiki, for recording and discussing information to build a powerful reference database; E-mail, which remains useful for all kinds of sharing; and Instant Messenger (IM) for instantaneous communication.

**Tibbr**

Tibbr was rolled out in February 2011 and we have over 90% of our employees using this tool around the world. We now consider Tibbr as one of our official communication tools, used by all our employees. Tibbr breaks down barriers between local offices, improve collaboration, speed up distribution of knowledge and skills and builds an asynchronous communication platform.

**OOCL Wiki**

OOCL Wiki is an internal platform that hosts and shares information and knowledge about the Group and our industry. All our employees are encouraged to create, edit and facilitate discussions. To date, we have created over 7,434 Wiki pages with more to come! The ten most popular pages accumulated more than 2.5 million visits.

**Work-life Balance (Health Wellness)**

We have many different clubs that cover a broad range of recreation and special interest areas and they are formed with the aim of promoting work-life balance for all colleagues who can gather together for various activities after work. Colleagues can take these great opportunities to meet others in the Company who share the same interests.

The recreation club, for instance, organises annual outing, cooking, kickboxing, painting, clay, baking classes, calligraphy, wine appreciation workshop, DIY ukulele and ice-cream workshop, yoga, champagne glass etching, cloth bag pad-printing, sport climbing, jazz dance and different activities that allow colleagues to relax and learn after work. For some particular clubs that are more popular among colleagues, they would gather more often to have regular activities and even organise for sports competitions too!

Currently, we have sports and special interest clubs that include badminton, biking, bowling, hiking, photography and soccer.

These clubs not only help our colleagues attain better work-life balance, but they also make the workplace more fun and bring about the employee’s sense of belonging to the Company. In addition, colleagues joining these clubs can build their leadership and organisational skills through arranging different activities.
OOCL 2015 ISD Open Day – 2020 Digital Evolution

On 7th November 2015, our Information Services Department (ISD) held a special Open Day event in Science Park in Hong Kong to showcase OOCL innovations and the great teamwork of our people. Approximately 600 colleagues and their family members joined the event. Tours were arranged to see our Network Control Centre (NCC), Global Vessel Voyage Monitoring Centre (GVVMC), Experimental Labs, Customer Advocate Hackathon, and Data Centre.

To explore our new technologies and development strategies, there were over 10 booths set up to show visitors our IT journey. Each booth focused on a particular technology, including:

- Project Spider
- IRIS-4
- Digital Logistics
- Vessel IT
- Big Data Analytics
- Cyber Security
- Operation Analytics & Digitalization
- New CargoSmart SDaaS
- Digital Workspace 2.0
- Software-Defined Everything

Healthy Work Environment

We conduct various approaches to promote public health and hygiene in our work environment. This includes organising various health talks for the staff to learn how to prevent the outbreak of an infectious disease that could have a devastating impact on our operations.

Health Square

Health Square promotes the need for a healthy lifestyle to our colleagues through various channels. Prevention is better than cure so we promote health awareness by organising health talks and classes for all colleagues.

Our Health Square program organises a series of health classes, such as Wellness Yoga, “Tai Chi”, “Wing Chun”, Boxing Aerobics, “Qi Gong”, Yogilates, “Ba Duan Jin”, Acupuncture Points Pain Relief Massage and Lymph Exercise, to promote a healthy lifestyle to our colleagues. Our aim is to arouse their awareness of staying healthy and develop an interest in doing different forms of exercise.
OOCL Charleston Office Competes in Annual Waterfront Olympics

Each year the Charleston Port and Seafarers’ Society (CHAPPSS), a charitable organisation that serves the needs of men and women who works at the port or at sea, hosts the “Waterfront Olympics” and at the event. OOCL Charleston colleagues boasted our “TIP” spirit at the opening parade and games. We not only cheered on our OOCL teammates, but also encouraged the other thirteen teams to keep up the good work. All team participants are involved in the transportation industry - from other ocean carriers, to trucking companies and even the South Carolina Ports Authority. It was a great day to meet other people in the shipping business around the Charleston area.

The 2015 games were quite exhilarating and OOCL’s TIP spirit was well demonstrated by winning third place overall out of fourteen teams. This year’s Olympics consisted of several events including tug-of-war, sack race, long jump, and a mystery event.

Family Day Snowshoeing

Late February 2015, our Salt Lake City office colleagues, family members and friends got together to enjoy the beautiful Utah snow before it melted for Spring to come.

People have been snowshoeing for thousands of years. But the knack of snowshoeing is fast becoming a growing winter sport! A group of 30 colleagues along with friends and family took the opportunity to participate in a great winter hike at the Solitude Nordic Center up big Cottonwood Canyon near Brighton. It was fantastic winter morning with everyone enjoying Mother Nature’s beautiful, deep and peaceful white powder.

OOCL Inter-Office Soccer Competition

On 25th April 2015, soccer teams formed by OOCL colleagues from Hong Kong, Shenzhen and Zhuhai came together to compete against one another in the annual OOCL Inter-Office Soccer Competition.

The competition took place at the Shenzhen Dan Zhu Tou Soccer Park in China. Each team played well and displayed good sportsmanship. Competition was fierce but after the three matches, the Hong Kong Team had the best score and won the Championship.

Chongqing Office Colleagues participating in Badminton Open Tournament

The Chongqing office Badminton Club was recently proud to take part in an amateur Badminton Open tournament organised by “Decathlon” for companies in the Chongqing area. It was not only designed to be a fun event but was also aimed at advocating healthy living through regular exercise.

All our team members showed great team spirit and their strong achievement drive in these matches. Our colleague won second runner-up in the women’s single match; and our other teams also won second runner-up in the women’s doubles match.
Section 8  Our People

Hong Kong Trailwalker 2015

On 20th November 2015, three OOCL teams took part in the annual “Trailwalker Race” in Hong Kong, a challenging 100 km race through Hong Kong’s beautiful country parks and some of the highest peaks in the territory.

Our colleagues all finished the race and reached their goal of completing the 100 km and raising for Oxfam’s various poverty alleviation and emergency relief projects in Africa and Asia.

10km Walk Challenge & Teambuilding

On 28th November 2015, OOCL colleagues from Haiphong and Hanoi set off along the streets to tackle the 10 km walk challenge, encouraging one another along the way. After completing the walk, everyone gathered at the Haiphong Port Mini-Football Stadium for some more outdoor fun and to further promote the need for a healthy work-life balance and the benefits of exercising. Colleagues were divided into teams to compete against each other and everyone benefitted from a little time away from the office desk to restore some work-life balance.

OOCL Philippines Colleagues Enjoy Annual Outing

On 9th May 2016, OOCL colleagues in the Philippines organised a beach outing to celebrate all they have achieved in the past year, allowing colleagues from different departments to strengthen their team spirit through various games and activities.

OOCL Thailand Colleagues Enjoy Summer Fun

OOCL Thailand colleagues gathered for a special annual outing held at Balios Resort, Khao Yai in the Nakhonratchasima province of Thailand on 22nd August 2015. The purpose of the event was to enable our colleagues to relax, get to know one another across functions better, and build up good teamwork skills.
Equal Opportunity and Anti-discrimination

We are committed to equal opportunity in recruitment and employment. The Group would like to encourage and retain the diversity of employees in all the locations it operates to offer local employees fair promotion opportunities and benefit from the diversity of thought. It is the Group's policy not to discriminate against any employee or applicant for recruitment and employment on the grounds of race, colour, religion, creed, age, sex, disability, pregnancy, childbirth and related marital status, sexual orientation, veteran status and any other category as guided by local laws and regulations. In case of redundancy, voluntary or involuntary, the Group has established a proper procedures so as to ensure that there is no discrimination and to remove any effects which could be disproportionate and unjustifiable.

Remuneration, Fringes Benefits and Compensation

Our employee salary and benefits are maintained at competitive levels. Employees are rewarded on a performance related basis within the general policy and framework on the Group’s salary and bonus schemes which are regularly reviewed. For promotion, the Group assesses all possible candidates and ensures that nobody with potential has been overlooked. Human and labour rights, safe and healthy working conditions and non-excessive working hours are provided. Under the guidepolicy of “Employment Terms and Conditions”, benefits and compensation includes but are not limited to: Rest Periods, Holidays and Leave Entitlement, and Contribution Scheme. Other welfare and benefits include medical insurance and pension funds to ensure our employees are well taken care of.

During the reporting period, no incidents of human rights violations, discrimination and labour right issues were observed. The Group fully complies with relevant standards, rules and regulations on compensation and dismissal, recruitment and promotion, working hours, rest periods, equal opportunity, diversity, anti-discrimination and other benefits and welfare.

Code of Conduct

In the interest of adhering to the highest ethical standards on an ongoing basis, the Group has a formulated Code of Conduct which serves as a guideline to ensure compliance with all local, national and international legal standards and to preclude offences under local, national and international laws, any breaches of confidentiality, non-disclosure requirements or intellectual property rights and any conflicts of interest, acts of bribery, corruption or political contribution and any other areas of deemed misconduct.

We have set up procedures to identify, manage and control risks that may have an impact on the business of the Group. The Group’s “Whistle Blower Policy”, established in 2006, is one of our formalised procedures through which employees can anonymously file reports or register concerns and helps govern the reporting and thorough investigation of allegations of suspected improper activities.
We embrace Community Responsibility as one of our Core Values. These values are our underlying beliefs and the foundation of our corporate ethos, shared by every member of the Group. Our core values provide us with a yardstick by which we measure and make our judgments and decisions.
We believe that our community contributes greatly to our Group’s success. We have policies on community engagement as we try to understand the needs and interests of the communities where our Group operates and to adjust our activities accordingly. In addition to our environmental contribution, we also give back to the community in other three distinct areas, namely Education of Youth, Community in-Need, and Promotion of Arts and Culture.

Education

We believe it is essential to contribute to the skills development and capacity building of young people.

The founder of the Company, C. Y. Tung, had a vision of reviving the Chinese Maritime greatness with ships owned, manned, and operated on world routes entirely by Chinese. More than this, however, C. Y. Tung was dedicated to education for others. “I have learnt there is a link between ships and education,” as he was fond of saying. “They can be used for carrying ideas as well as cargo.”

Tung OOCL Scholarship

In line with C. Y. Tung’s belief and the Company’s long tradition of giving back to the communities where our employees live and work, the “Tung OOCL Scholarship” program was set up in 1995 and is sponsored by the Tung Foundation and OOIL Group. It comprises of two programs, namely, the Tung OOCL Scholarship for Universities and Tung OOCL Scholarship for Employees’ Children.

The Tung OOCL Scholarship program is aimed at recognising the balanced development of young people who demonstrate outstanding academic achievements and active involvement in contributing to the community. In keeping with the Group’s long tradition in education and giving back to the community, the Tung OOCL Scholarship had committed to more than US$548,000 in 2015 for students in mainland China and our employees’ children.

Tung OOCL Scholarship for Universities

The University Scholarships have been established in six renowned universities. They are Tsinghua University, Peking University, Fudan University, Shanghai Jiaotong University, Zhejiang University and Nanjing University. Since the establishment of the Scholarship, more than 5,300 undergraduate and post-graduate students have been awarded with more than US$4.5 million in funding. Each year, a selection panel will be set up in each university to short-list the potential candidates based on their academic results and performance, plus active participation in extra-curricular activities. With this program, we hope to facilitate the well rounded development of our youth.
Tung OOCL Scholarship for Employees’ Children

Established since 1995, the Tung OOCL Scholarship for Employees’ Children had benefited over 545 students who are the children of our employees. The Scholarship is open to all employees from all countries to recognise their children’s outstanding achievements. A total of 59 scholarships were endorsed by the scholarship committee in 2015.

OOCL Academy

To further our Education for Youth objectives, an initiative called the “OOCL Academy” was launched in 2008 on a global scale. It aims to leverage the competencies of OOCL and align with the four Community Responsibility focuses of the Group. The Academy offers students unique opportunities to learn and practice in the areas of container transportation, logistics and information technology. These opportunities are offered to undergraduate and postgraduate students studying in these three areas and could take the form of internships, work placements, mentorships, sponsorships, and personal development programs. The Academy also supports university research projects and places strong emphasis on the importance of collaboration.

Management Trainee Program

We also offer Management Trainee Programs to outstanding candidates with MBA qualifications from leading universities with proven working experience, as well as fast track development programs for employees who have potential for a higher level of professional development.

Internship Program

Internship is one of the opportunities offered to undergraduate and postgraduate students of Maritime, Logistics and Information Technology from our OOCL Academy Program. Other than recruiting from universities, we also encourage employees’ children to apply for our internships.

Through the internship program, we offer various business development projects to enable summer interns to gain experience in their field of study and broaden their global perspectives.

Graduate Training Scheme

We have always been recognised as a pioneer in information technology development for the liner and logistics industry and investing in a tremendous amount of resources on training young IT talents to further boost their professional development.

We continue to contribute to the Hong Kong community through academic engagements. We have been certified as a Hong Kong Institution of Engineers (HKIE) Scheme “A” Company in 2009 and since then, we have been running HKIE Fresh Graduates Trainee programs to provide young talents with a nourishing ground to become seasoned IT professionals through a structured training module.
Launch of “OOCL IT Academy”

In 2014, the “OOCL IT Academy” was established with the aim of strengthening and ultimately grooming our IT talent pool in a more structured way.

The idea behind the OOCL IT Academy was to provide a 3-month intensive boot camp-style training for all our newly-hired IT graduates. The training would encompass technical know-how, process, and hands-on experience as well as knowledge sharing on OOCL culture.

The training helps to motivate them to continue on their learning journey throughout their career at OOCL. With the academy set up and running, the plan is for all future IT graduates to complete the boot camp before they begin working at the Company.

OOCL IT Academy Boot Camp Graduation Ceremony

OOCL IT Academy (ITA) was set up to provide boot camp-style training to strengthen and groom our IT talent pool in a more structured way. So far, there have been 3 successful ITA boot camps, with the 3rd intake of trainees having celebrated their graduation on 25th September and 4th intake completed their training in October. Since July 2015, a total of 95 trainees have gone through the intensive boot camp-style training; including several post-training refresher sessions.

In addition to inviting external trainers from two top IT training centres to conduct the sessions, we also appointed 27 experienced OOCL IT experts to take up roles as ITA Teachers and Teaching assistants. Our experts tailor made a training program for the ITA trainees, conducted lectures, project demos and group task assignments. Aside from the technical training, we also conducted soft skills training which included communication skills enhancement and time management.

ISDC Zhuhai Open Day for School Students

Since the establishment of the OOCL IT Academy (ITA) in Zhuhai in 2014, we have recruited an increasing number of graduates from local universities in Zhuhai to join ITA as trainees to develop more local talents with the potential to becoming technical engineers.

On 24th April 2015, we organised our first ITA Open Day for local universities at our ISDC office. A total of 46 senior students and two teachers from the Information Technology College of Beijing Normal University in Zhuhai were invited. The students took part in various projects, events and presentations by our IT colleagues learning more about how we use cutting-edge technology at OOCL and our contributions to the shipping-IT industry.
Collaboration with Academic Institutions

OOCL Maritime Academy

Twenty years ago, we collaborated with the Zhoushan Municipal Government to construct the Zhejiang International Maritime College (ZIMC) in China, the first of its kind in the country. Today, to be in line with our continual commitment to the education of young people, and to help provide training to our crew members, a renewed collaborative agreement was reached with the ZIMC that lead to the construction of a new training base on the college’s campus.

With the mission to promote maritime education and supporting the role that Chinese seafarers play in the world’s maritime transportation and logistics industry, OOCL Maritime Academy and the International Seaman Training Centre was unveiled on 6th March 2012 in Zhoushan, Zhejiang Province, China.

This training facility called the OOCL Maritime Academy (OMA) was constructed for international seafarers and is used to train crew members and recruit talented young cadets by providing them with opportunities to work onboard our vessels. This also includes training and exposure for the ZIMC teachers and faculty through workshops and seminars conducted by key members of our experienced fleet management team and other senior sea officers.

Currently, we are the only shipping company in China to have established an own-operated training centre in collaboration with a maritime college. This partnership greatly helps promote the important role that China plays in the global maritime arena – with the aim to strengthen safety, security, and environmental protection practices as well as encouraging Chinese students to join the maritime and shipping industry.

OOCL Supports Global Warming Research

We have a history of collaboration with the University of Washington in their research efforts. We are currently helping with their latest project in which their scientists board our container vessel to carry out their research.

While at sea, concentrations of dissolved CO₂ and oxygen gases, nutrients, chlorophyll, and suspended particles as well as the temperature and salinity of the water are measured by the scientists. These measurements allow the National Oceanic Atmospheric Administration that funds the research to estimate the rate at which the atmospheric CO₂ is being absorbed by the phytoplankton activity in the ocean.

Community-in-Need

Being an integral part of the community, we are a caring company that actively considers the needs of the people in our society. Our main focus is on underprivileged children and other similar groups in the community.

All our employees from every office around the world are encouraged to give something back to the communities in which they live through charitable activities such as fundraising and volunteering their time and efforts to helping others in need.
Charitable Support

OOCL assists in transporting medical diagnostic equipment and supplies from the U.S. to China to care for those children who need urgent treatment. In 2015, the Group donated more than US$548,000 and in addition to financial donations, the Group also contributed in-kind, such as offering transportation and logistics support to send relief to the affected areas.

OOCL Vital Link

OOCL Hong Kong formed an official volunteer team, called the OOCL Vital Link in December 2004 and currently there are 53 members in this team. Since its establishment, a total of 91 charitable events were organised. These include fund-raising, donation and servicing events.

In 2009, the team also added a focus on environmental protection to raise the awareness of colleagues in environmental care. Moreover, a Charity Credit Program was launched in 2006 to show our appreciation for our colleagues’ active participation in public service initiatives, community outreach and volunteerism.

Disaster Relief

In our guidepolicy of “Community Responsibility” for disaster relief, the Group may initiate joint relief efforts in conjunction with relevant regional offices of the Group. Employees may also raise funds for local charities on their own where the Group may consider providing further financial support. In-kind donations such as operational equipment and office equipment may be considered for designated charity organisations and schools to the benefit of the community. On certain disaster relief or general charity occasions, container transportation service might be provided by the Group.

Walk for Millions in Hong Kong

On 11th January 2015, over 130 colleagues from OOCL and OOCL Logistics were joined by their families and friends to take part in the Walk for Millions event organised by The Community Chest in Hong Kong.

The walk covered a distance of approximately 10 kilometres and all of our participants finished within three to four hours. Everyone was happy to be a part of this meaningful charity walk to help raise funds for the local social welfare agencies that provide various family and child welfare services.
Sharing Happiness at Moon Festival

On 20th September 2015, a group of OOCL colleagues in Hong Kong joined seven children from the Loving Kids Community Service Centre (a local non-profit organisation which provides an employment service for families in need and respite services for their children) to celebrate the Mid-Autumn festival.

The event consisted of some fun ice breaker games, a presentation from the organisation to our colleagues, a snowy mooncake-making activity and a celebratory “yum cha” meal together which also featured a drawing competition for the children.

The Bread Run

In order to help minimise Hong Kong’s food waste and help feed those in need, a group of colleagues from our Vital Link club took part in a charity event called “The Bread Run” organised by “Feeding Hong Kong”.

In this even, volunteers helped to collect surplus fresh bread and sandwiches from bakeries and sandwich shops across Hong Kong at closing time and then deliver them to the Feeding Hong Kong food bank. All bread run donations are redistributed amongst the Feeding Hong Kong network the following morning.

On 9th April 2015, 26 colleagues helped pick up the bread, sort and packed them for delivery to the charity partners the following morning. A total of 260 loaves of bread, bread rolls, sandwiches were collected from 12 different shops.

Spreading Joy in Hong Kong in the Festive Season

On the morning of 12th December 2015, 30 volunteers from our Hong Kong office together with their family members and friends gathered to pay a visit to the Wong Cho Tong District Elderly Community Centre in Kowloon West to give back to the community during the festive season.

The group spent time playing games with the elderly and they were also treated to a special performance of Chinese Opera. Volunteers travelled with the elderly to have lunch together at the Tao Heung Training Restaurant. After lunch, they were given a guided tour of the Tao Heung Museum of Food Culture – a museum dedicated to the art of dining and dining customs.

On the return trip to the centre, the elderly each received a gift pack from our volunteers which included a scarf that had been lovingly knitted by hand by our fellow colleagues. The elderly were delighted at the event and our colleagues very much enjoyed gifting the elderly with the scarves and spreading some joy during the festive season.
Running for a Cause

Our Philippine colleagues formed two groups to take part in two separate charity events, the “Pro Earth Run” and the “Nat Geo Earth Day Run: Run for Tamaraws”.

Pro Earth Run 2015

On 25th April 2015, OOCL colleagues based in Manila took part in the “Pro Earth Run 2015” in celebration of worldwide Earth Day (22nd April). The running event, which is comprised of 3 km, 5 km and 10 km races, is an advocacy run encouraging individuals to “Protect, Respect, and Oversee the sensible and sustainable care of Mother Earth.”

Nat Geo Earth Day Run 2015

On 26th April 2015, another group of more than 30 colleagues took part in the 5 km and 10 km races of the National Geographic Channel’s “Nat Geo Earth Day Run: Run for Tamaraws.” This marks the 6th year that the Nat Geo has used the popular platform of running as a tool to promote sustainable living and support environmental advocacy.

Partnering with the WWF, the Nat Geo aims to raise money and awareness through the event to save the tamaraws (one of the most endangered buffalo species in the world) of Occidental Mindoro, Philippines, and help the people who care for them, the Mangyan tribes and Forest Rangers, by providing them with portable solar powered lighting kits. These lighting kits reduces the use of highly-flammable kerosene for home lighting and gives them access to a safe, stable and sustainable energy source along with more opportunities for community development and advancement.

Sharing is Caring at Christmas Time

Since Christmas is all about giving and sharing, OOCL Philippines colleagues volunteered to spend an ordinary Saturday doing something extraordinary for exceptional children at “My Father’s House” on 5th December 2015.

“My Father’s House” is a private non-profit child-care organisation that fosters children ages 4 to 17. The foundation provides the children with basic needs, coupled with loving parental care and spiritual nurturing. When we visited the foundation back in July 2015, the children made a lasting and loving impression on all our OOCL volunteers.

In preparation for the visit to the orphanage, we encouraged all colleagues to donate their second-hand toys, clothes and books. We were delighted to be able to fulfill their wishes and give them a precious and lasting memory during the holiday season.
OOCL Singapore Takes Part in Project S.W.I.T.C.H.

Project S.W.I.T.C.H. (Simple Ways I Take to Change my Habits) is an initiative aimed at promoting good energy-saving habits among low-income households and helping them reduce their utility bills by switching to energy-saving light bulbs. The project is organised by the National Environment Agency (NEA) together with the Central Singapore Community Development Council (CDC) and Philips.

The target is to reach out to 6,000 low-income household units by April 2016 and 60 OOCL volunteers including family members arrived very early on the morning of 14th June 2015 to find out about the roles they would play. It was an honour to have the Minister of Defence and Grassroots Adviser, Dr Ng Eng Hen inaugurate the launch ceremony and join the volunteers in the installation.

This large scale project was also a collaboration with Toa Payoh Central Community Centre and The Institute of Technical Education.

Walk for Our Children 2015

The “Walk for Our Children 2015”, held on 6th September 2015 at Palawan Beach, Sentosa and organised by the Singapore Children's Society, was aimed at promoting the spirit of charity while encouraging family bonding. Committed to contributing to our local community, 45 of our Singapore colleagues, along with their family members, volunteered to take part in this year’s event to help raise money for this worthy charity. The day before the event, our colleagues volunteered to pack goodie bags for those taking part. Some 28 stations were set up to pack 5,000 goody bags.

With Love from Taiwan 2015

OOCL is proud yet again this year to contribute to the “With Love from Taiwan” initiative by carrying a donation of rice from the Taiwanese Government for distribution in Bangladesh.

The shipment was supported by OOCL and the World Taiwanese Chambers of Commerce. The consignment of 1,000 bags of milled rice from Taiwan in 5x20’ General Purpose (GP) Containers arrived at Chittagong on 18th June 2015. Once the shipment arrived in Bangladesh, the rice was then distributed to the needy in Chandpur and the surrounding areas via an NGO there.

Formed in 1952, the Singapore Children's Society is a charity organisation that aims to protect and nurture children and young people no matter what race or religion. The charity now operates 10 service centres, including children's homes, student care services, family-care services, and youth and community works.
Easter Bunnies Bring Cheer

On 26th March 2015, OOCL colleagues in Italy organised their annual “Employee Volunteering Day” to donate a smile to needy children in the local community.

This year marks their third year of collaboration with “Il Porto dei piccoli” ONLUS, a local non-profit organisation. Ospedale Gaslini is one of Italy’s specialist hospitals for sick children. Many of the children who are there with their families come from other parts of the country and are undergoing long-term care.

The “Il Porto dei piccoli” ONLUS association organises various games for the children, led by trained staff and volunteers and creates opportunities for them to socialise and learn.

In view of the approaching Easter holiday, a total of 60 Easter eggs were donated to the hospital. Some of our colleagues visited the hospital carrying the eggs and wearing Easter bunny makeup.

As they moved from one ward to another, our colleagues were delighted to bring a little joy to the children as well as helping to prepare for a stage production of “Little Red Riding Hood” organised by the Association.

UK Colleagues Give Back to Local Community

Our colleagues in Levington, UK organised a collection of non-perishable food items to donate to the charity FIND (or Families In NeeD), a registered charity in Ipswich near Levington that was founded in 1990. FIND provides emergency assistance to families or individuals in Ipswich and the surrounding areas that are deprived of a minimum standard of living due to homelessness, illness, disability, old age or poverty. FIND’s focus is on providing emergency aid.

As part of the “Text Santa Christmas Jumper Day”, our colleagues also donned their best Christmas jumpers and made a donation to the Text Santa campaign. The money raised was to be split equally between three different charities: Macmillan Cancer Support, Make A Wish and Save the Children.
Visiting Underprivileged Children at the Dian Bersinar Foundation

On 5th December 2015, OOCL colleagues from Indonesia visited the Dian Bersinar Foundation that runs a small house in an area where underprivileged children live in poverty along the sides of the railway. The children, ranging from 5 to 15 years old, come to this house every day for extra studies, spiritual guidance and to play musical instruments in a group.

Visit to Retirement Home

On 3rd December 2015, OOCL colleagues from Jakarta, Indonesia visited a local retirement home and handed out towels and fruit to the elderly people. Our colleagues were then divided into small groups to spend time chatting with the elders. At the end of the visit, the elderly people treated our colleagues to a poem recitation and some singing.

Giving Back & Supporting Education

In July 2013, our colleagues in Dhaka, Bangladesh volunteered some of their free time to play with a group of street children at a makeshift school set up by a charity organisation called “Change the Lives”. This makeshift school was located on one side of a railway station platform.

The charity organisation also helped arrange for these children to attend a government-run primary school in Tongi, close to the station area so that they can now enjoy the benefits of a formal education.

Although primary education is free in Bangladesh and the government provides all books to primary students, they have to carry the books by hand as they are not given school bags, nor can their parents afford to buy them. With this in mind, in December 2015, our colleagues donated school bags to these children in order to support their education.
Our Worldwide Community Involvement in 2015

**ASIA**

**Hong Kong**
- Blood Donation
- Celebrating Mid-Autumn Festival with Kids
- Community Chest - Walk for Millions
- Elderly Home Visit on the Dragon Boat Festival
- Outing with Kids to Mai Po Nature Reserve
- Scarf Project 2015 for the Elderly and Low-income Families
- Sponsorship from Standard Chartered Marathon
- The Bread Run
- Trailwalker 2015 for Oxfam
- Visit and Outing with Elderly

**China**
- City Charity walk
- Collection and donation unused cloth to Qinghai
- Community sports project for the disabled
- Concern migrant children
- Condolences to the old and lonely
- Deliver the knowledge, release the dream
- English teaching program at Da Bie Shan School
- Library Volunteer Activity
- Music Teaching to Zhuhai Special Education School
- Proofreading in Library for the Blind in Zhejiang Provincial Library
- Scarf Knitting for the elderly
- Sympathy for the war veterans
- Visiting Hui Xin Child Health Institute in Shanghai
- Visiting Orphans in social welfare center
- Visiting the autistic children
- Visiting elderly home in Tianjin

**Bangladesh**
- Donation of School Bags to Primary School Children
- “Light of Hope” and SOS Children village

**Cambodia**
- Give a hand to Missionaries of Charity
- Learning organic farming with farmer
- Small garden decoration project for the nursery student

**India**
- Visit to the institute of mentally challenged children
- Visit to Old Age Home “Little Sisters of the Poor Home for Aged”

**Indonesia**
- Donate food to underprivileged
- Visit Rawinala Foundation of Education for Disable
- Visit to Retirement Home
- Visited Underprivileged Children

**Japan**
- Emergency Rice Stock Donation to Food Bank
- Wheel Chair Clean-up for Social Welfare Corporation Fukui

**Korea**
- Knitting wool hat for Newborn babies
- Volunteering special mass service of Catholics in hospital

**Malaysia**
- Donate Used goods to Pusat Penjagaan Kanak-Kanak
- Cacat Taman Megah
- Fund-Raising / Relief Effort Project for the Victims of the Floods
- Standard Chartered KL Marathon
- Visit to Al-Ikhlas Old Folks Center

**Pakistan**
- Distribution of Grocery Packs amongst less privileged
- Donation of Blood bags and Chlorination activity at Thalassemia institute

**Philippines**
- Blood Donation
- Christmas at My Father’s House - Reusable items donation

**Singapore**
- Walk for Our Children

**Sri Lanka**
- Bringing relief and Happiness to children in need

**United Arab Emirates**
- Blood Donation

**Vietnam**
- Visit at “Vocational training centers for disabled children and orphans”.

**AFRICA**

**Egypt**
- Donate the used papers for Charity
- School Bags Donation

**AFRICA**

**Belgium**
- Godparents for foreign under age asylum seeker
- Join Cycling Event for Fund Raising
- Taking care of children in Nepal

**Germany**
- Charity Concerts
- Help in Local Refugee Relief
- Visits at Nursing Home
- Voluntary terminal care
- Volunteering at football tournament / marathons / bicycle race

**OCEANIA**

**Australia**
- Moring Tea Sale for Breast Cancer
- Rescue, rehabilitation neglected, abused and abandoned animal with education

**New Zealand**
- Half marathon for Breast Cancer Awareness

**Italy**
- A New Little Contribution for Christmas for the Sick Children of the Association “Il Porto dei Piccoli Onlus”
- Beating Heart - Fund raising event
- Casa Famiglia Project for the Disabled to develop autonomy
- Donate Chocolate Easter Eggs
- Blood Donation

**Spain**
- Christmas Donation Campaign

**Canada**
- Children Book Donation
- CIBC Run for the cure - supporting the Canadian Breast Cancer Foundation
- Daffodil Day Sale for Canadian Cancer Society
- Santa Shuffle - supporting the Salvation Army

**Mexico**
- Providing food and clothes to the Sant Egidio community

**United States**
- Building Homes for Heroes Sponsorship Donation
- Chabad Center for Jewish Discovery and Preschool of the Arts Donation
- Make a Wish Foundation for Children with a Terminal Illness
- Playworks Sponsorship Donation against School Bully
- Sleep Tight Project for Children Entering Local Homeless Shelters
- Special Olympics World Games for the Intellectual Disabled
- Waterfront Olympics

**OCEANIA**

**Australia**
- Moring Tea Sale for Breast Cancer
- Rescue, rehabilitation neglected, abused and abandoned animal with education

**New Zealand**
- Half marathon for Breast Cancer Awareness
Promotion of Arts and Culture

We believe that exposure to different cultures can enrich people’s lives. By supporting and sponsoring the performing arts, we aim to stimulate the public’s interest and appreciation of the cultural treasures from around the world.

Sponsorship for Musical and Shows

As part of the Group’s support to the community, we have been bringing a variety of world class performing arts to Hong Kong and around the region to enrich the cultural exposure to the people.
Others

Hong Kong Voluntary Observing Ships Scheme

Under the Voluntary Observing Ships Scheme by the Hong Kong Observatory (HKO), our ship officers would make regular weather observations and report the conditions to the HKO for analysis. These observations can provide vital information about the weather conditions at sea and are particularly important for the timely preparation of warnings of hazardous weather to highly populated areas.

There are over 30 OOCL vessels participating in this voluntary scheme.

OOCL Supports HKO’s Enhanced Meteorological Observations

As a Hong Kong-based shipping company, OOCL has been committed to working with the HKO in various projects and contribute to their safety and climate research. In June 2015, OOCL assisted HKO to conduct two new studies that make use of our vessels to enhance meteorological observations over the South China Sea.

During its voyage from Hong Kong to Singapore on OOCL Busan, seven weather balloons carrying radiosondes were launched from a portable upper-air sounding system to collect meteorological data such as air temperature, humidity, wind direction and wind speed in the upper atmosphere over the South China Sea. In another project, a drifter buoy equipped with air pressure and sea surface temperature sensors was deployed from OOCL Atlanta over the central part of the South China Sea. The buoy, carried along by ocean currents over a data-sparse sea area, was able to take insitu air pressure and sea surface temperature measurements and transmitted the data to the HKO via satellite on an hourly basis.

These projects were the result of fruitful collaboration between the Observatory and the shipping community, and represented new milestones for the HKO in marine meteorological observations. The gathering of more meteorological data will support weather monitoring over the South China Sea and the surrounding areas, enhance the forecasting capability of tropical cyclones and contribute to navigation safety in the region.

OOCL Volunteers for the Australian Bureau of Meteorology

OOCL’s Sydney office was approached by the Australian Bureau of Meteorology (BOM) who were looking for potential ships to participate in the Integrated Marine Observing System (IMOS) Ship of Opportunity Sea Surface Temperature Project. A volunteer fleet samples sea temperatures in the top 800m of the ocean along particular sampling lines on the appropriate route.

OOCL were identified as having two ships which follow the same route and a request was made for participation in this program. These two ships are the OOCL Panama and the OOCL Houston.

OOCL is delighted to assist in this program and continue to offer our ongoing service to the BOM and the wider community through our active participation.
Awards and Recognition

OOCL Honoured with the Ten Years Plus Caring Company Logo

We have been recognised by the Hong Kong Council of Social Services (HKCSS) for our years of contributions to caring for our community. We were awarded with the “10 Years Plus Caring Company” status by the HKCSS and it is given to companies that have demonstrated a caring spirit with the aim to cultivating good corporate citizenship and strategic partnership among the business, public and social service sectors.

OOCL Receives Recognition from HKO, WMO and IOC for Valuable Contributions to the Observatory and Maritime Communities

In 2015, forty OOCL vessels participated in the Hong Kong Voluntary Observing Ship (HKVOS) program by the Hong Kong Observatory (HKO) to gather and provide marine climatology data needed to help identify prevailing weather conditions for preparing forecasts and warnings to the maritime community. To recognise vessels’ outstanding efforts in volunteering their time to help improve maritime safety, the HKO presented two “Diamond Awards”, two “Platinum Awards”, and two “Gold Awards” to a total of six OOCL vessels on 16th June 2015. While we are happy to see more companies joining the program, OOCL, by far, has been the biggest Hong Kong-based supporter of the program since its inauguration.

Apart from the quantity of the reports made, OOCL California and OOCL Guangzhou were also presented with participation certificates jointly issued by the World Meteorological Organization (WMO) and Intergovernmental Oceanographic Commission of UNESCO (IOC) for the high quality of the reports sent. According to the HKO, observational data received from these ships in the Voluntary Observing Ship Scheme Climate Fleet (VOSClim) are highly valued by the international scientific community for climate research and climate change studies. The data provided makes significant contributions to the WMO and IOC.
To continue with our commitment in meeting and exceeding international standards on all our sustainability goals and objectives, we have introduced new targets to help us better benchmark our performance.
As ethical business behaviour and corporate sustainability are becoming increasingly more important, many companies are taking a closer look at themselves to openly communicate and measure their business values and impact on the environment and communities in which they operate.

As a socially responsible company, we are committed to maintaining safe and secure business operations for a sustainable future. To continue with our commitment in meeting and exceeding international standards on all our sustainability goals and objectives, we have introduced new targets to help us better benchmark our performance.

For the year of 2016, these objectives and targets are:

**The Environment : Make every effort to minimise the impact of our business activities on the environment.**
- Target to reduce 30% of CO₂ emission from the 2010 level by 2020
- No breach of any environmental rules and regulations.
- Increase environmental program participations compared to last year.

**The Environment : Enhance our GHG Assurance and Reporting.**
- Employ independent checker to assure our GHG Scope 1 and Scope 2 emission data integrity.
- Enhance the GHG verification scope to terminals.
- Establish a framework to calculate the GHG Scope 3 from staff business travels.

**Health & Safety : Maintain high health and safety standards.**
- Zero occurrence of major maritime accident.
- Participate in at least two safety programs.
- No severe or fatal crew injury cases.

**Health & Safety : Proactively promote an Onboard Safety Culture.**
- Ensure our existing training materials and procedures are up-to-date.
- Regularly review and deliver updates of any international safety standards and regulations to every crew member.

**Security : Ensure that every measure is in place to maintain the best commercial and operational security standards possible at all times.**
- Maintain our compliance with C-TPAT, AEO and related security programs at all times.
- Constantly and meticulously follow any updates regarding security issues.

**Our People : Maintain an open environment in the workplace for better staff communication and corporate culture.**
- All staff members are given access to various internal communication channels based on their job nature and requirements. This access allows our employees to submit feedback, contribute ideas and share knowledge across our global offices for effective collaboration and teamwork.

**The Community : Reinforce commitment to local communities through employee volunteering activities.**
- Maintain an average of two hours volunteering service per full time employee count.
We established programs or action plans to monitor and ensure our sustainability targets are met. Objectives and Targets aim for continual improvement in sustainability agenda or for minimising the relevant impact. Targets are therefore quantified wherever possible to measure our achievements.
## Section 11  Targets Review

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<thead>
<tr>
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<th>Targets</th>
<th>Status</th>
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<td>Environmental Compliance</td>
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<td>Supply Chain CO₂ Report</td>
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<td>Zero Major Maritime Accident</td>
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<td>Employee Volunteering</td>
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Performance Data Summary

We gather a wide variety of data to help monitor and evaluate our sustainability performance and identify any critical areas for improvement.¹
## Section 12  Performance Data Summary

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<td>39.11</td>
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<td>Methane (CH₄)</td>
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<td>Nitrous Oxide (N₂O)</td>
<td>MCO₂e</td>
<td>Thousand</td>
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<td>74.89</td>
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<td>Greenhouse Gases (GHG)</td>
<td>MCO₂e</td>
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<td>5,019.55</td>
<td>5,480.12</td>
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</table>
### Section 12 Performance Data Summary

**GRI Reference** | **Performance Indicators** | **Unit** | **Scale** | **2013** | **2014** | **2015**
--- | --- | --- | --- | --- | --- | ---
G4-EN18 | Greenhouse Gas Emissions Intensity | | | | | |
G4-EN18 | Greenhouse Gases (GHG) Intensity (NEW) | MtCO₂/TEU | Actual | - | - | 0.98
G4-EN18 | Carbon Dioxide (CO₂) Intensity - Vessels | g/TEU-km | Actual | 64.09 | 60.26 | 56.26

**G4-EN21** | Other Air Emissions | | | | | |
G4-EN21 | Sulphur Oxides (SOₓ) | Metric Tons Thousand | 83.98 | 79.20 | 79.81
G4-EN21 | Nitrogen Oxides (NOₓ) | Metric Tons Thousand | 142.40 | 145.97 | 159.21
G4-EN21 | Particulate Matter (PM) (NEW) | Metric Tons Thousand | - | - | 12.1
G4-EN21 | Non-Methane Volatile Organic Compounds (NMVOCs) | Metric Tons Thousand | 5.07 | 4.84 | 5.30
G4-EN21 | Carbon Monoxide (CO) | Metric Tons Thousand | 4.56 | 4.35 | 4.76

**G4-EN23** | Wastes | | | | | |
G4-EN23 | General Wastes - Disposal | Metre Cubes | Actual | 4,547 | 6,308 | 6,178
G4-EN23 | General Wastes - Incineration | Metre Cubes | Actual | 1,109 | 943 | 642
G4-EN23 | Hazardous Wastes | Litre | Actual | 8,578 | 6,116 | 7,320
G4-EN23 | General Wastes Intensity (NEW) | Metre Cubes/TEU Thousandth | - | - | 1.22
G4-EN23 | Hazardous Wastes Intensity (NEW) | Litre/TEU Thousandth | - | - | 1.31

**G4-EN24** | Spills | | | | | |
G4-EN24 | No. of Spills # | Actual | 0 | 0 | 0
G4-EN24 | Toxic Waste Spilled | Metric Tons | Actual | 0 | 0 | 0

**G4-10** | Workforce by Region | | | | | |
G4-10 | Mainland China | % | Actual | 48.2 | 48.0 | 49.57
G4-10 | Hong Kong | % | Actual | 13.0 | 13.1 | 12.67
G4-10 | North America | % | Actual | 9.4 | 9.1 | 8.46
G4-10 | Europe | % | Actual | 9.7 | 8.3 | 7.51
G4-10 | Others | % | Actual | 19.7 | 21.5 | 21.79

**G4-10** | Employment Type | | | | | |
G4-10 | Regular | % | Actual | 93.63 | 93.13 | 90.85
G4-10 | Contract & Temporary | % | Actual | 6.37 | 6.87 | 9.15

**G4-10, G4-LA6** | Health & Safety | | | | | |
G4-10, G4-LA6 | No. of Employee - Shore Staff | FTE vii | Actual | 7,148 | 7,350 | 7,866
G4-10, G4-LA6 | No. of Employee - Sea Staff | FTE | Actual | 2,062 | 2,154 | 2,023
G4-10, G4-LA6 | No. of Employee - Consolidated Group Total | FTE | Actual | 9,210 | 9,504 | 9,889
### GRI Reference: Performance Data Summary

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<tr>
<th>GRI Reference</th>
<th>Performance Indicators</th>
<th>Unit</th>
<th>Scale</th>
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<th>2014</th>
<th>2015</th>
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<td>No. of Fatalities - Shore Staff</td>
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<td>Actual</td>
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<td>0</td>
<td>0</td>
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<tr>
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<td>No. of Fatalities - Sea Staff</td>
<td>#</td>
<td>Actual</td>
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<td>Competition Compliance Training ((participation rate))</td>
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<td>Cyber Security Awareness Training ((participation rate))</td>
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### G4-LA12 Breakdown of Workforce (Onshore)

#### By Gender

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<th>2014</th>
<th>2015</th>
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<td>52.49</td>
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<td>Men in Workforce</td>
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<td>47.51</td>
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#### By Age Group

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<td>Under 30 Years Old</td>
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<td>Actual</td>
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<tr>
<td>30-39 Years Old</td>
<td>%</td>
<td>Actual</td>
</tr>
<tr>
<td>40-49 Years Old</td>
<td>%</td>
<td>Actual</td>
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<tr>
<td>50 Years Old and Above</td>
<td>%</td>
<td>Actual</td>
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</tbody>
</table>

### G4-LA12 Nationality Mix of Seafarers

<table>
<thead>
<tr>
<th></th>
<th>Unit</th>
<th>Scale</th>
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<tbody>
<tr>
<td>Mainland China</td>
<td>%</td>
<td>Actual</td>
</tr>
<tr>
<td>Hong Kong</td>
<td>%</td>
<td>Actual</td>
</tr>
<tr>
<td>Europe</td>
<td>%</td>
<td>Actual</td>
</tr>
<tr>
<td>Malaysia</td>
<td>%</td>
<td>Actual</td>
</tr>
<tr>
<td>Philippines</td>
<td>%</td>
<td>Actual</td>
</tr>
<tr>
<td>Singapore</td>
<td>%</td>
<td>Actual</td>
</tr>
<tr>
<td>Others</td>
<td>%</td>
<td>Actual</td>
</tr>
</tbody>
</table>

### G4-HR3 Human & Labour Rights

#### Incidents of Discrimination & Labour Right Issues

- # Actual 0 0 0
- Actions Taken in Response to Incidents # Actual 0 0 0

#### Incidents of Human Rights Violations

- # Actual 0 0 0
- Actions Taken in Response to Incidents # Actual 0 0 0

### G4-SO5 Corruption

#### Anti-corruption Training (participation rate)

- % Actual - 28.8 33.3

#### Communication of Anti-corruption Policy to Employees

- % Actual 100 100 100

#### Incidents of Corruption

- # Actual 0 0 0
- Actions Taken in Response to Incidents # Actual 0 0 0
- Cost of Fines, Penalties or Settlements # Actual 0 0 0
### Section 12 Performance Data Summary

<table>
<thead>
<tr>
<th>GRI Reference</th>
<th>Performance Indicators</th>
<th>Unit</th>
<th>Scale</th>
<th>2013</th>
<th>2014</th>
<th>2015</th>
</tr>
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<tbody>
<tr>
<td>G4-SO6</td>
<td>Public Policy</td>
<td></td>
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<tr>
<td></td>
<td>Political Contributions Made</td>
<td>US$</td>
<td>Actual</td>
<td>0</td>
<td>0</td>
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<td>G4-EC1</td>
<td>Economic Performance</td>
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<tr>
<td></td>
<td>Revenue</td>
<td>US$</td>
<td>Thousand</td>
<td>6,231,583</td>
<td>6,521,589</td>
<td>5,953,444</td>
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<tr>
<td></td>
<td>- Carbon Offset</td>
<td></td>
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<td></td>
<td>Renewable Energy Credits <em>(NEW)</em></td>
<td>VCU vii</td>
<td>Actual</td>
<td>-</td>
<td>-</td>
<td>3,402</td>
</tr>
<tr>
<td></td>
<td>- Management Systems</td>
<td></td>
<td></td>
<td></td>
<td></td>
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</tr>
<tr>
<td></td>
<td>Percentage of Owned Vessels with SQE Certification viii</td>
<td>%</td>
<td>Actual</td>
<td>100</td>
<td>100</td>
<td>100</td>
</tr>
</tbody>
</table>

Notes:

i. The companies under the Group are omitted from the Sustainability Report either due to a low percentage of ownership or insignificant size of the companies.

ii. Solar energy was harnessed in the Company's solar panel installation project in UK.

iii. TEU stands for Twenty-Foot Equivalent Unit.

iv. It is estimated that the consumed potable water was mainly discharged.

v. Metric ton of carbon dioxide equivalent denoted as “MtCO₂e”.

vi. Emissions of hydrofluorocarbons (HFCs), sulphur hexafluoride (SF₆), perfluorocarbons (PFCs) and nitrogen trifluoride (NF₃) are considered negligible and not quantified.

vii. Headcount is in terms of Full Time Equivalent (FTE).

viii. Case reported to MARDEP. Investigation carried out and Case Studies issued. The case was shared with fleet vessels.

ix. Lost-time Injury means the result in the lost time of a minimum of one day.

x. Lost-time Injury Rate represents the number of Lost-time Injuries per 100 employees per year.

xi. Percentage of crews covered by Collective Bargaining Agreements (CBA).

xii. Labour issues covers child labour, forced labour, working hours, wage, etc.

xiii. Human rights represents workforce diversity, equal opportunities, discrimination, etc.

xiv. Independent Commission Against Corruption (ICAC) was invited to provide seminar for Hong Kong staff to understand the legal requirements and company policy in preventing corruption; and acquire enhanced knowledge / skills to handle ethical dilemmas at the workplace; and arouse their awareness on the vulnerability and corruption risk at work.

xv. It represents the participation rate of Hong Kong staff.

xvi. The updated Code of Conduct with anti-bribery policy is available in an accessible format at our intranet HQ Portal for employees.

xvii. VCU stands for Verified Carbon Unit.

xviii. The general management principles embodied by the ISM Code, ISO 9001, ISO 14001 and OHSAS 18001 have been incorporated in SQE certification requirement.
### Appendix 27 Compliance List

<table>
<thead>
<tr>
<th>Aspect</th>
<th>General disclosure</th>
<th>KPI</th>
<th>Section / Statement</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Aspect A1: Emissions</strong></td>
<td></td>
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<tr>
<td>General disclosure</td>
<td>Disclosure statement</td>
<td>KPI A1.1</td>
<td>Type of emissions and data</td>
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<td></td>
<td></td>
<td>KPI A1.2</td>
<td>GHG emissions in total tonnes and intensity</td>
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<td></td>
<td>KPI A1.3</td>
<td>Hazardous waste produced and intensity</td>
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<tr>
<td></td>
<td></td>
<td>KPI A1.4</td>
<td>Total non-hazardous waste produced and intensity</td>
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<tr>
<td></td>
<td></td>
<td>KPI A1.5</td>
<td>Measures to mitigate emissions and results</td>
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<td>KPI A1.6</td>
<td>Handling of waste and reduction initiatives</td>
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<tr>
<td><strong>Aspect A2: Use of Resources</strong></td>
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<tr>
<td>General disclosure</td>
<td>Disclosure statement</td>
<td>KPI A2.1</td>
<td>Direct / Indirect Energy consumption by type and intensity</td>
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<td></td>
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<td>KPI A2.2</td>
<td>Water consumption in total and intensity</td>
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<td>KPI A2.3</td>
<td>Energy efficiency initiatives</td>
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<td></td>
<td></td>
<td>KPI A2.4</td>
<td>Issues in sourcing water &amp; water efficiency initiatives</td>
</tr>
<tr>
<td></td>
<td></td>
<td>KPI A2.5</td>
<td>Total packaging material</td>
</tr>
<tr>
<td><strong>Aspect A3: The Environment and Natural Resources</strong></td>
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<td>General disclosure</td>
<td>Disclosure statement</td>
<td>KPI A3.1</td>
<td>Description of significant impacts of activities</td>
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<tr>
<td><strong>Aspect B1: Employment</strong></td>
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<td>General disclosure</td>
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<td><strong>Aspect B2: Health and Safety</strong></td>
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<td><strong>Aspect B3: Development and Training</strong></td>
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<td><strong>Aspect B4: Labour Standards</strong></td>
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<td><strong>Aspect B5: Supply Chain Management</strong></td>
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<td><strong>Aspect B6: Product Responsibility</strong></td>
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<td>General disclosure</td>
<td>Disclosure statement</td>
<td></td>
<td>Corporate Governance (p.17-18) / This section is fully not applicable to the Company, as we do not produce products. We are doing review and might disclosure it next year subject to its materiality.</td>
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<td><strong>Aspect B7: Anti-corruption</strong></td>
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<td>Corporate Governance (p.15)</td>
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<td><strong>Aspect B8: Community Investment</strong></td>
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<td>Disclosure statement</td>
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<td>The Community (p.59, 63)</td>
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</tbody>
</table>