

Human Resources

Caring for Our People

At CITIC Pacific, we value our people as important assets who support our long-term business development and sustainability. As a diversified company employing over 36,000 employees worldwide, we foster a high quality working environment by upholding employment practices that promote fairness, equality and respect. We safeguard employees' rights and interests, offer them training and development opportunities in pursuit of a rewarding career path, and provide a safe and healthy workplace. We also encourage work-life balance to ensure the well-being of our staff.

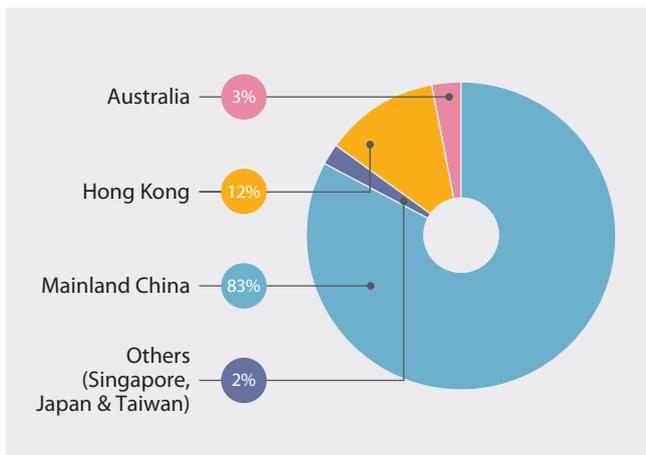


Workforce

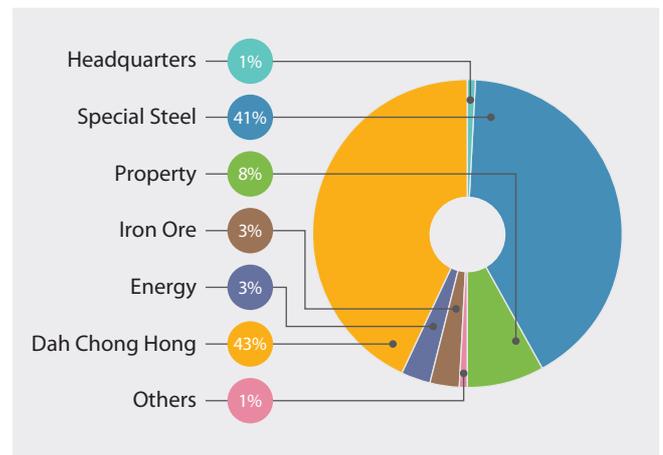
CITIC Pacific has a multicultural workforce. As of the end of December 2013, we employed a total of 36,512 employees (2012: 34,781) in our worldwide operations, including our principal subsidiaries in different regions. Over the years, we have been supported by a competent and engaged workforce with stable employee turnover.

Our Workforce Profile

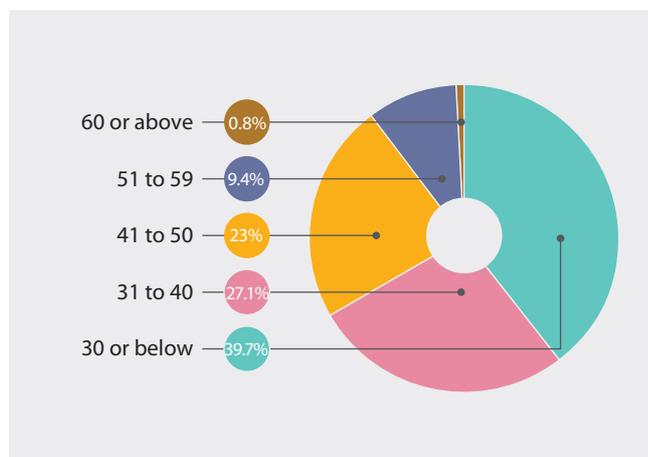
Headcount by Location



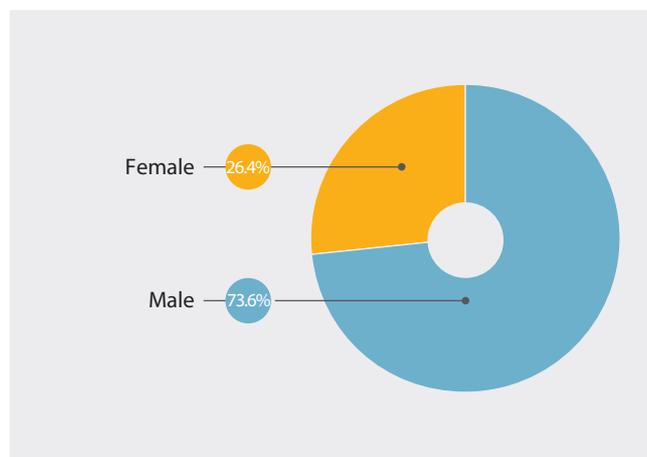
Headcount by Business Segment



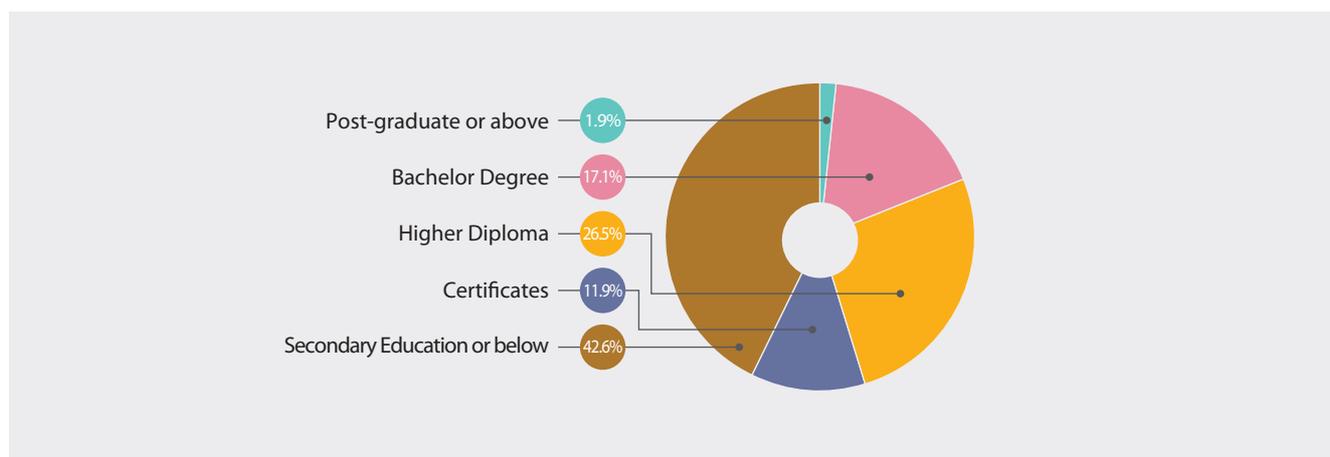
Workforce by Age Group



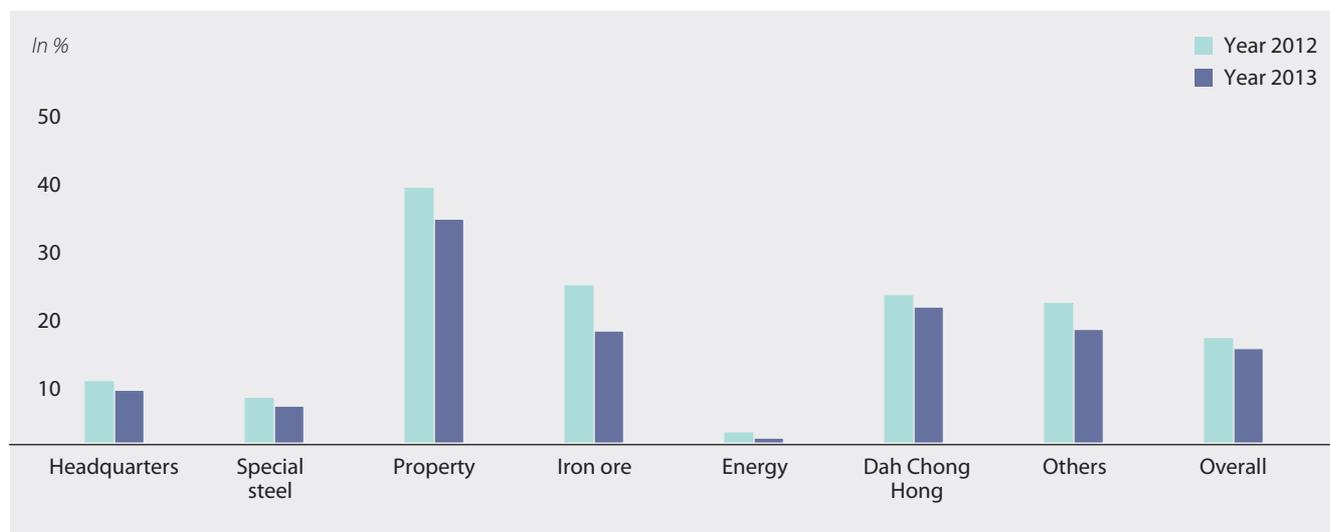
Workforce by Gender



Workforce by Education Background



Staff Turnover Rate (Voluntary Resignation)



Equal Opportunity

We are committed to providing employees with equal opportunities in respect of all human resources related matters, including recruitment, appointment, career advancement, training and development, regardless of age, gender, physical or mental state, marital status, family status, race, colour, nationality, religion, political affiliation, or sexual orientation. We attract, reward and recognise our people based on their qualifications, skills and competencies to meet the job requirements and their performance and contributions during their service with us.

Remuneration

People at CITIC Pacific are rewarded with competitive remuneration packages that are commensurate with their respective roles and responsibilities as well as the associated challenges and complexity of their jobs. To ensure internal equity and market competitiveness, we review remuneration packages annually by referencing the pay levels of comparable positions in the market. Most of our subsidiary companies provide supplementary benefits and insurance coverage above statutory requirements to ensure the well-being of our people and meet their expectations.

In driving performance and supporting the principle of “pay-for-performance”, CITIC Pacific has implemented a performance-based bonus scheme underpinned by a performance management system that measures both individual and business performance. Based on specific industry characteristics and modes of operation, our operating business units define reasonable performance measures, or Key Performance Indicators (KPIs), in line with their own business focus and priorities. Each year, the total bonus awarded to employees is determined according to business results or achievement of KPIs, if applicable, of the respective operating business units. Individual employees are awarded with bonuses based on individual performance and contributions, with appropriate differentials applied to effectively reward outstanding performers.

Remuneration packages for senior executives are reviewed and approved by the CITIC Pacific Remuneration Committee based on the following principles:

- Remuneration should reasonably reflect performance, responsibilities and complexity, as well as time commitment, in order to attract, motivate and retain high calibre employees.
- Remuneration should be determined with reference to the pay levels of comparable listed companies as agreed by the Remuneration Committee and the top management.
- No individual should be involved in decisions relating to his/her own remuneration.

People Development

Believing that “People are the Key to Success”, CITIC Pacific has invested substantially in staff training and development, with the ultimate goal of building a competent and committed workforce who produces desired performance in support of our organisational strategies and business objectives. During 2013, a wide range of internal and external training and development programmes were launched in building leadership and management capabilities, as well as expanding business and professional expertise, competencies and skill sets. Company sponsorship was also offered to encourage individual employees at all levels to take external training or study programmes related to their jobs or development needs.

Leadership development is always integral to CITIC Pacific’s learning and development strategy. Following the success of the CITIC Pacific Leadership Development Programme (CPLDP) since its first launch in 2011, CITIC Pacific continued the partnership with the Hong Kong University of Science and Technology (HKUST) in organising the third cohort in 2013. So far, more than 100 senior managers from our headquarters and subsidiaries have attended the programme. Last April, a new training module on Change Management was added to the CPLDP training curriculum for those who completed the first two modules. In 2014, the CPLDP will continue to be a key development initiative of CITIC Pacific.

To build succession pipelines, management development programmes were implemented in CITIC Pacific for growing future managers. CITIC Pacific China Holding (“CP China”) started its Management Trainee (MT) Programme to develop high calibre university graduates through comprehensive training and mentoring by senior executives, while CITIC Pacific Mining (“CP Mining”) provided a “Foundations of Management Programme” for all managers. Similar training programmes were also organised by the Special Steel and Energy Divisions. At our headquarters, customised training programmes for managers and supervisors were delivered to equip them with required skills.

Effective on-boarding is essential for integrating new joiners into the company and having them make positive contributions quickly. During the year, our headquarters and subsidiaries including CP China, Special Steel and CP Mining implemented induction programmes for over 2,500 new employees. At Special Steel, a mentorship programme was also set up specifically for developing new hires.



In the areas of professional and functional training, CITIC Pacific has made tremendous efforts to giving employees the up-to-date knowledge, skills and insights they need to maintain high work standards and accomplish business objectives in compliance with legal and industry requirements. Among the programmes offered were courses in International Financial Reporting Standard (IFRS) Training, Internal Audit Training and the Human Resources Management Learning Series for employees at our headquarters and subsidiaries. In 2013, the Annual Functional Conferences of Finance and Human Resources Functions continued to be an important initiative of CITIC Pacific for building a solid platform for encouraging knowledge and experience sharing among participants and internal and external experts, and also for enhancing functional alignment and developing teamwork. We also invited a trainer from the Wharton Business School of the University of Pennsylvania in the US to familiarise senior finance executives at our headquarters and subsidiaries with the EVA (Economic Value-Added) management performance metric ahead of its implementation.

To provide an efficient, safe and healthy work environment, CITIC Pacific organised regular technical and operational training and assessments during the year. A highly significant programme comprising training, on-the-job practices and tests took place intensively at CP Mining for site operators and contractors as this huge project entered trial production in 2013. Over 24,000 participants attended for acquiring core operational competencies and skills to ensure compliance with safety, regulatory and legal requirements, and 240 employees attended the operator traineeship programme to gain the industry's national accreditation qualifications. To further improve operational efficiency and cost savings in support of the trial production, CP Mining also implemented the Learning Management System (LMS) and Field Assessment Technology (FAST). In mainland China, the Special Steel group collaborated with local universities and training institutes to provide comprehensive technical training needed for gaining professional qualifications. In recognition of its training efforts, the Special Steel group received the Best Practice of Staff Training & Development Award granted by the All China Federation of Trade Unions in November 2013.

Promoting employee wellness through an informal learning format called CITIC Pacific Lunch & Learn was well received by our employees. During the year, a variety of topics covering physical and mental health, personal interests, leisure activities and work-life balance was organised at our headquarters. As the programme received an overwhelmingly positive response from employees, more sessions with an expanded list of topics will be provided in 2014.



To support the ever-increasing training needs of employees, CITIC Pacific has begun making use of internal trainers to deliver a variety of training programmes. At CP China, line managers conducted functional training in sales and marketing, finance and cost control and product design for over 1,500 participants during the year. The human resources development team at headquarters also provided training in a range of management and generic skills. In the year ahead, internal trainers will continue to deliver management and general skills training as well as specific functional training at both our headquarters and subsidiaries.

Putting great resources and efforts into people development is going to be a long-term goal and commitment of CITIC Pacific. To recognise the group's achievements in people development, the Employees Retraining Board of the HKSAR Government confirmed that CITIC Pacific will receive the Manpower Developer Award for another two years from 2014-2016.



Occupational Health and Safety

CITIC Pacific endeavours to provide a healthy, hygienic and safe working environment. We ensure our workplaces are healthy, issue internal guidelines on safety management, comply with local statutory safety requirements, and provide safety training. What's more, we encourage our people to participate in social and recreational activities for work-life balance, and organise health and stress management activities to promote health awareness.

CITIC Pacific is committed to providing a zero-fatality workplace, our most critical goal. In 2013, we achieved this goal by having a year without work-related fatalities in all our businesses. The following provides more information about the health and safety performance of our major operating business units:

Iron Ore

The health and safety performance of our iron ore business in Australia remained generally steady over the year. We noted reductions in recordable injuries, which were welcome results. We also made important progress in our approach to enhancing our health and safety management systems as we moved into production and initial shipment during the year.

CITIC Pacific Mining – Key Indicators for Health and Safety Performance

	2012						2013					
	Jul	Aug	Sep	Oct	Nov	Dec	Jan	Feb	Mar	Apr	May	Jun
Fatalities	0	0	0	0	0	0	0	0	0	0	0	0
Number of RIs	8	7	1	6	4	2	7	2	7	2	0	3
Rolling 12 month RIs	81	80	76	75	73	70	73	68	65	62	54	49
Rolling RIFR	6.9	6.8	6.5	6.4	6.4	6.2	6.6	6.4	6.3	6.3	5.7	5.5
Number of LTI	0	0	1	0	0	0	1	0	0	1	0	0
Rolling 12 month LTI	9	8	7	5	5	5	6	6	4	4	3	3
Rolling LTIFR	0.8	0.7	0.6	0.4	0.4	0.4	0.6	0.6	0.4	0.4	0.3	0.3
Occupational illness	14	9	9	13	8	3	3	5	6	2	1	0

RI Recordable Injury which includes Lost Time Injury (LTI), Restricted Work Injury, and Medical Treatment Injury

RIFR Recordable Injury Frequency Rate (Total Injuries per 1,000,000 Total man hours)

LTI Lost Time Injury

LTIFR Lost Time Injury Frequency Rate (Total Injuries per 1,000,000 Total man hours)

CITIC Pacific Mining – Recordable Injury: Number & Rolling Frequency Rate in 2012/13



We were well on track in managing the changes in the health and safety risk profile as we moved into production in our iron ore business. We continued to ensure our health and safety management system was in alignment with the operational management plans; stakeholder engagement through regular meetings and other communication channels, including close contact with the Australian regulatory bodies and safety alliances, remained a core part of our approach.

Fibrous Mineral Management

Worker exposure to fibrous minerals remains one of our greatest occupational health concerns. In this regard, a fibrous minerals management committee has been formed for effective control of fibre whereas significant resources have been dedicated to monitoring and better understanding the impacts related to fibre exposure across the life cycle of our product from mining through to shipment, and to modify our controls accordingly.

As we move towards processing, the exposure risk increases. During the year, we prepared for this transition. We expanded the designated areas program that identifies the level of fibre risk across the site and enables appropriate controls to be implemented. We also continued to promote education and awareness through ongoing employee and contractor training programmes, and by developing a “fibrous minerals awareness” booklet. In addition, we sought improvements to respiratory protection equipment by sourcing face masks that are safer and more comfortable, using a fit testing program that ensures masks fit and are worn correctly to prevent exposure. Fibre matter meetings were conducted regularly on site to resolve issues and apply controls to ensure employees have a safe place to work. Overall, significant headway has been made around managing fibrous minerals risk, and delivered innovative solutions (see Case Study below).

Case Study – Leading innovation in managing risk from fibrous minerals

In April 2013, CITIC Pacific Mining (CPM) was recognised for health and safety innovation by winning the 2013 Chamber of Minerals and Energy’s Innovation in Health and Safety Awards for our HEPA (high efficiency particulate air) fibrous minerals filtration system. The awards were designed to showcase industry best practice with the goal of improving local work places.

The HEPA filtration system prevents fibrous minerals such as asbestos from entering vehicle cabins and provides a system for removing airborne dust and fibre from within the cabin. The system is complemented by a comprehensive testing regime that allows the system to maintain its integrity during the life of the vehicle. An alarm is activated when the positive pressure within the cabin drops indicating a leak to atmosphere. A Dispersed Oil Particulate (DOP) testing process is also conducted at regular intervals to ensure the integrity of the system is maintained.

The HEPA filtration system is the result of workers on the ground being actively engaged in the management of, and making continuous attempts to identify increased controls for, exposure to fibrous minerals. The mining team and hygiene team based at CPM’s Sino Iron project collaborated with an external consultant to develop, field test and refine the system.

In the past, workers were required to rely on other form of hazard controls against fibre exposure such as administrative controls and personal protective equipment. The HEPA filtration and DOP testing systems have enabled lifting the fibrous minerals controls to an engineering solution which is critical to improving the health and safety of workers exposed to fibre during the course of their work. Workers are no longer required to wear masks inside the vehicle cabins.

The HEPA system has now been rolled out across the entire mining fleet on site.



Production plants in mainland China

Health and safety is taken seriously at each of our special steel plants and power plants in mainland China. We have established various safety management committees and safety supervisory departments. During the year, we made great efforts to improve health and safety management systems. We established defined responsibilities at various management levels. Operating standards were maintained for compliance by all staff, with the facilitation of safety training and safety awareness programmes. A safety monitoring process was in place for continuous improvement as well as ensuring compliance with applicable laws and regulations in mainland China. Looking ahead, we will be formalising and standardising our health and safety performance indicators as well as our reporting mechanisms for all our production plants in mainland China.

Property business in mainland China

Our property business targets zero industrial incidents. We required all our staff and contractors to fully comply with local regulatory requirements on health and safety. To achieve this goal, key safety performance indicators have been incorporated in the enterprise performance management systems. Our project management teams were specifically engaged to supervise and monitor the performance of contractors and ensured corrective actions were taken when health and safety issues were identified. We continued to improve the health and safety processes of our property business in mainland China by applying PDCA (plan-do-check-act) management methods.

Employee Wellness

Employees today expect more than just job satisfaction, fair compensation and development opportunities from employers. They seek harmonious relationships and a balance in their work and personal lives. At CITIC Pacific, we offered a wide range of social and recreational activities to our staff and their families throughout the year, which helped achieve a better work-life balance while strengthening team spirit and internal communication. These included annual outings, annual dinners, birthday and festive parties, family days, team-building games, sports competitions and many other activities. We also encouraged our people and their family members to take part in volunteer and charity services as part of their family and social activities. Over the years, we believe these efforts have successfully increased employee engagement, loyalty and trust.



2013 Major Employee Wellness Activities

Hong Kong	
CITIC Pacific head office	<ul style="list-style-type: none"> • CITIC Pacific group annual dinner • Family 3D movie screening night • Family outing, hiking and lunch gathering • Staff Christmas party • Lunch & Learn sessions on physical and mental health, personal development, leisure activities
Dah Chong Hong	<ul style="list-style-type: none"> • Family day to HK Disneyland, Ocean World in Shanghai • Staff movie day • 7th DCH Guangdong Sports Day • Interest classes (fishing, wine tasting, dining room etiquette) • Table tennis tournament
New HK Tunnel	<ul style="list-style-type: none"> • Family day trip to Ocean Park • Outdoor activities (hiking, BBQ, squid fishing) • Competitions (bowling, mahjong) • Interest classes (car repair, flower planting, computers)
Mainland China	
Special Steel group	<ul style="list-style-type: none"> • Culture and sports competitions (essay writing, photography, calligraphy, chess, football, basketball, table tennis, swimming) • Variety shows on Labour Day and National Day • Staff travel tours • 2013 New Year run • Tug-of-war, hiking competitions
PRC Property division	<ul style="list-style-type: none"> • Outward bound activities for promoting corporate culture • Staff birthday parties, spring dinners • Competitions (tug-of-war, rope jumping, badminton, talent show) • Yangzhou International Marathon
Energy division	<ul style="list-style-type: none"> • 2013 Spring Tea Party • 2nd Sunburst Cup – Table Tennis Competition • Talk on photography • Staff travel tours to Taiwan and Yunnan • 2nd Culture & Art Week
Australia	
CITIC Pacific Mining	<ul style="list-style-type: none"> • Chinese National Day Flag Raising Ceremony • First shipment celebration • Christmas parties • Family Christmas day
Singapore	
Pacific Resources Trading & Chengxin Shipmanagement	<ul style="list-style-type: none"> • Bowling match • Family day trip to Legoland in Malaysia • Healthy Meal Day • Christmas gathering

Corporate Social Responsibility

At CITIC Pacific, we run our businesses in a socially responsible manner while creating economic value for our shareholders. In addition to offering a safe and healthy workplace as well as rewarding job opportunities, we place great emphasis on minimising our environmental impacts and ensuring the well-being of the local communities where we operate.

Environmental Protection

We are committed to environmental protection and sustainable development. We not only strictly observe local statutory regulations but incorporate environmental protection into the key performance indicators of our core operating business units, wherever applicable.

During the year, our operating business units took proactive measures to mitigate the impact of our operations on the environment:

	Headquarters	Iron Ore	Special Steel	Energy	Property
Enhancing energy efficiency (Carbon Footprint reduction)	√	√	√	√	√
Waste reduction and recycling	√	√	√	√	√

Increasing efforts will be made to further enhance our systems and processes to consistently measure, collect and aggregate data on emissions, energy consumption and waste, with the aim of achieving better reporting of our environmental protection status and activities.

Headquarters

CITIC Tower, our head office building in Hong Kong, has been designed and built for energy-saving (e.g. double glazing windows). We implemented a number of energy-saving initiatives to reduce energy consumption after completion of the building, including:

- Progressively retrofitted energy-efficient LEDs;
- Optimised performance by adding enhanced combination of chillers for improving energy efficiency;
- Turned off lights, computers, monitors and printers when not in use;
- Maintained office and server room temperatures at levels that minimise energy use;
- Used energy and water-saving water taps.

CITIC Tower is subject to regulatory energy audits and our energy consumption was recognised as lower than average consumption levels. Our management team will continue to make an effort to achieve further energy savings and ultimately reduce our carbon footprint, which reflects the community's calls for a low carbon business.



CITIC Tower

Iron Ore

Environmental management is an integral part of our iron ore business. Our performance was on track during the year regarding the environmental targets set. Importantly, there were no fines or infringement notices received this year from the environment regulators.

Environmental Performance

CITIC Pacific Mining (CPM) uses land disturbance, rehabilitation, and greenhouse gas emission as useful environmental indicators to track impacts and performance. During 2012/13, we achieved satisfactory outcomes in relation to all these indicators which were in line with our approvals and obligations.



CPM – Combined-cycle Gas Turbine Power Station

CPM Land Disturbance and Rehabilitation Data

Financial Year	Land Disturbance During Reporting Period (Ha)	Total Land Disturbance To Date (Ha)	Rehabilitated during reporting period (Ha)	Cumulative Rehabilitation (Ha)
2012/13	108	2,080	27	224

CPM Greenhouse Gas Emissions & Energy Consumption Data

Financial Year	Greenhouse Gas Emissions			Energy	
	Scope 1 (t CO _{2-e})	Scope 2 (t CO _{2-e})	Total of Scope 1 & 2 (t CO _{2-e})	Energy Consumed (GJ)	Energy Produced (GJ)
2012/13	247,478	326	247,804	4,820,882	541,531

As the project progresses into operations, the focus will remain on progressive rehabilitation, with emissions expected to increase as more components of the project are commissioned and approach an operational phase. The lower emissions profile of our combined-cycle natural gas power station has been recognised nationally by the Australia Energy Efficiency Council (see Case Study below).

Case Study – Carbon footprint minimisation

In CITIC Pacific Mining's Sino Iron Project, we use a combined-cycle gas turbine power station, which is in contrast with the many large, open-cycle gas turbine power stations developed in the nearby regions of Pilbara constructed solely to supply power to mining sites. In fact, nearly half of the energy generated is lost as heat in an open-cycle plant. The term combined-cycle is used to describe the process where this lost energy is captured and used to heat water to generate steam power energy. Recovery and reuse of this heat through the steam process creates a more efficient power plant with reduced greenhouse gas emissions.

Combined-cycle requires upfront capital investment. We take a longer term business view and therefore made the choice for a combined-cycle power station in CITIC Pacific Mining's Sino Iron Project, the first and largest of its type in the Pilbara region.

Our mining operation's power station is a 450 MW combined-cycle gas fired power station. It is approximately 40 per cent more efficient than an open-cycle gas turbine power station and at full capacity is able to save greenhouse gas (GHG) emissions of 440,000 t CO_{2-e} per year.

It is important to understand the scale of this abatement of GHG emissions being equivalent to approximately one quarter of the reduction offered by the entire current capacity of the photovoltaic power plants installed in Australia.

This 450 megawatt combined-cycle power station is the first of its type in the Pilbara region and has been recognised by the Australia Energy Efficiency Council as being the "Best Industrial Energy Efficiency Project". CITIC Pacific Mining was recognised for effectively acting upon the corporate claim of 'carbon footprint minimization'.

Given the number of open-cycle plants in the Pilbara region and other locations, there is a massive potential to further reduce greenhouse emissions, as illustrated by our achievement in this area.

Environmental Compliance and Outlook

Our environmental compliance performance remained steady over the year. No incidents were triggered for reporting to the regulators. The majority of non-reportable environmental incidents were in relation to minor spills.

As we were entering the operational phase, there will be changes in the environmental risk profile; we will remain vigilant across the site to ensure environmental compliance. Tailored education and awareness programmes will also be implemented for different activities on site.

Our environmental priorities for the ensuing year will remain unchanged, which are regulatory compliance as well as continual performance improvement against the targets and objectives set in our Operational Environmental Management System that has been completed. The further development of this Operational Environmental Management System will enable us to achieve continual mitigation of the environmental impacts of our iron ore business.

Special Steel

Our special steel plants continued to focus on reducing sulphur dioxide (SO₂) emissions and saving energy. We treated pollutants such as fumes and dust discharged from the production process, and treated and recycled waste-water, gases and other waste residuals. These efforts demonstrated our clear commitment to corporate social responsibility.

In 2013, all our major environmental indices of our two special steel plants, including sulphur dioxide (SO₂) emissions per tonne of steel production, and the utilisation rate of solid waste, continuously met the regulatory standards of the iron and steel industry in China. The discharge of all major pollutants also met China's national standards. Major results of our environmental protection efforts made during the year are as follows:

- Implemented de-sulphuring processes to reduce sulphur dioxide (SO₂) from the exhaust gas. Our special steel plants reduced approximately 11,000 tonnes of sulphur dioxide in the production processes.
- Implemented sewage treatment systems to remove contaminants from waste water for water recycling. Our sewage treatment systems have over the year treated approximately 140,000 tonnes of sewage water.
- Our energy-controlling centre, responsible for managing energy usage of the special steel plants, continued to help reduce energy consumption by lowering the release rate of gases, and by increasing the water recycling rate.
- Our self-developed power stations utilised an energy recovery design that uses residual pressure and residual heat from blast furnace gas to generate as high as 50% of the electricity required for our special steel production as well as heat for consumption by the local communities, which continued to achieve effective energy savings during the year.



De-sulphuring System in Special Steel Plants

Energy

Our power plants actively implemented environmentally-friendly measures during the year, following the implementation of the China's national 12th Five Year Plan on resource conservation and environmental protection. Major investments have been made to enhance our electricity production efficiency. Our power plants have also developed and enhanced various environmental management systems, standards and guidelines for compliance by all staff. The following activities carried out during the year are notable examples that demonstrate our pledge for protecting the environment:

- Continued to develop and implement new technology to further improve the efficiency of electricity generation and coal usage.
- Completed the implementation of de-sulphuring and de-nitration processes to respectively reduce sulphur dioxide (SO₂) and nitrogen oxide (NO_x) from exhaust gas. The intensity of sulphur dioxide and nitrogen oxide emitted by our biggest power plant in mainland China was less than or equal to 50mg/Nm³ and 100 mg/Nm³ respectively, which met prevailing regulatory standards.
- Further improved technology and processes on water consumption; our biggest power plant in mainland China saved 1.06 million tonnes of water during the year.
- Our coal mining joint venture in Shandong replaced the coal heating systems with new water-heat pump systems and accordingly saved energy consumption equivalent to 20,000 tonnes of standard coal usage.



De-sulphuring System in Power Plants

Property

Our mainland property business implemented a number of environmentally-friendly initiatives for delivering a better environment to the local communities. During the design phase of our property development projects, we took into consideration increased green plantation and landscaping as well as environmentally-friendly building materials to reduce consumption of energy and natural resources. For commercial properties, we are implementing environmental management programmes to save energy as well as utility costs. We have also developed sewage treatment systems for removing contaminants from waste water, as implemented in our Hainan operations.

Current Challenges and the Way Forward

Climate change continues to be one of the challenges to our sustainable development. We are continuing to review our environmental protection strategies and performance targets, including carbon footprint reduction. We have been taking a forward-thinking approach of responding to our stakeholders about their environmental concerns. We are engaging with our stakeholders and working with external consultants to develop environment, social and governance reporting mechanisms as well as implement other initiatives in relation to environmental protection.

Youth Development

CITIC Pacific supports youth development in the communities in which we operate. In 2013, our subsidiaries CITIC Pacific Mining in Australia, Special Steel group in mainland China, and Dah Chong Hong and New Hong Kong Tunnel in Hong Kong continued to provide technical and graduate traineeship programmes and apprenticeships for fresh graduates. They also offered summer internship opportunities to students.

In support of young indigenous people at our mine sites in Roebourne and Karratha of West Australia, CITIC Pacific Mining continued its partnership with the Clontarf Foundation, which aims to improve the education, discipline, self-esteem, life skills and employment prospects of young indigenous people. The Clontarf Foundation now has schools in these two areas to develop employment opportunities for them.

In mainland China, Jiangyin Xingcheng Special Steel collaborated with local schools to provide sponsorships and assistance for improving the learning conditions of underprivileged children. It also sponsored three children of its employees to pursue their tertiary education through its Jinqiu Education Assistance initiative.

With the growth of its business in mainland China, Dah Chong Hong has extended its contributions towards youth to additional locations in the country. In 2013, Dah Chong Hong sponsored the third minivan in its Mobile Classroom Project. The objective of this project is to provide a full range of educational support, including voluntary services and resources to villages and schools in some of the most remote rural areas.

Organising company or site visits for students was another initiative in 2013. During the year, New Hong Kong Tunnel hosted seven visits to the Eastern Harbour Tunnel for over 300 students and young people from various charity organisations. In Australia, CITIC Pacific Mining provided a haul truck simulator during the Roebourne School Activities Day and the FeNaCING Festival to give students and local residents the opportunity to experience driving some of the biggest mining equipment in the world.



Community Service

At CITIC Pacific, we again supported charitable initiatives in response to local community needs throughout the year, demonstrating our high level of commitment to serving communities in Hong Kong, China, Australia and other locations where we operate.

In Hong Kong

In recognition of our work on behalf of the elderly, children and underprivileged in the community, we have been awarded the Caring Company logo by the Hong Kong Council of Social Service for more than five consecutive years.

Throughout 2013, we continued supporting charity and fundraising events in Hong Kong organised by the Community Chest and Oxfam Hong Kong. During the year, we again participated in Green Day, Skip Lunch Day, Love Teeth Day and Dress Casual Day organised by the Community Chest. To support Oxfam Hong Kong's emergency relief and rehabilitation work for Ya'an City after the earthquake on 20 April 2013, we donated HK\$1 million to Oxfam Hong Kong.

As in previous years, our dedicated volunteer teams in Hong Kong continued serving the community by providing volunteer services in partnership with various non-profit organisations. Throughout 2013, volunteer team members including employees and their family members from CITIC Pacific headquarters, Dah Chong Hong and New Hong Kong Tunnel (1,075 people in total) contributed a total of 5,152 hours of volunteer service to those in need.

During the year, the Caring People Team of CITIC Pacific headquarters supported the Oxfam Rice Sale, delivered festive gift bags to the elderly during the Tuen Ng Festival, and took part in the Unicef Charity Run 2013, among other charitable activities. Thanks to the efforts of the team, we were proud to be awarded the Highest Participation Award (Corporate) Bronze Award at the Oxfam Rice Sale. The team also provided voluntary services for new charitable events such as manning the fundraising hotlines at the Community for the Chest television show in May, as well as support to the participants of the Oxfam Trailwalker 2013 and the Sign Language Event for people with hearing disabilities, both in November.

Dah Chong Hong once again supported the Oxfam Rice Sale in the year by sponsoring rice for the event and sending 50 volunteers to sell rice. To support Oxfam in its poverty alleviation and emergency relief projects in Africa and Asia, including Hong Kong and mainland China, Dah Chong Hong sent five teams to the 2013 Oxfam Trailwalker. Another group of employees volunteered to act as the support team for the five participating teams.

In 2013, New Hong Kong Tunnel continued its partnership with the Christian Family Service Centre (CFSC) and Fu Hong Society to provide voluntary services to the elderly and disabled respectively. Collaborating with the



CFSC, the volunteers of New Hong Kong Tunnel made regular visits to the elderly, especially those suffering from Alzheimer's disease, assisted in producing training kits, and helped stimulate their memories through some exercises. Throughout the year, volunteers accompanied the elderly in various outdoor activities such as outings and visits to exhibition centres. In partnership with the Fu Hong Society, volunteers accompanied the disabled at indoor golf training sessions and assisted them in playing games of indoor golf.

In Australia

A positive and sustainable relationship with the communities in and around the Sino Iron area is vital to the future success of the Sino Iron project. During the year, CITIC Pacific Mining continued to support the three indigenous groups in the area. Activities included contributing to the community through sponsorships and partnerships, attending local community events and providing employment opportunities.

In partnership with Kulcha Multicultural Arts of West Australia (KULCHA), CITIC Pacific Mining again sponsored Pilbara Samba band initiatives such as workshops and performances at Cossack Family Day in July, the FeNaCING Festival in August, and the REAF Festival in September, which supports multicultural community arts that enrich local communities and enhance social cohesion in Karratha.

CITIC Pacific Mining also donated items previously used onsite such as linens, cyclone packs and camp mats to the Pilbara Aboriginal Church and Department of Child Protection and Families. In addition, employees gave 150 pairs of new and second hand shoes and 185 Christmas presents to children in Roebourne, where many of the traditional land owners and their families live and work.

In mainland China

During the year, CITIC Pacific's subsidiaries in mainland China participated in a variety of charitable events in local communities, such as blood donations and fundraising for the disadvantaged. They also made financial and non-financial donations to help underprivileged people.

In collaboration with local community organisations, Jiangyin Xingcheng Special Steel assisted cultural and educational development projects at Jiangyin, such as establishing a model community and providing financial sponsorships to poverty-stricken villages in areas nearby. More than 200 employees of Jiangyin Xingcheng Special Steel also showed their care to the community by participating in a blood donation drive organised by the Red Cross Society of Jiangyin.

In 2013, a team of volunteers from the CITIC Pacific Shenzhou Peninsula Project initiated a series of environmentally friendly activities, including tree planting and beach cleaning. Other subsidiaries under our property operation participated in charity events such as blood drives, fundraising and gift donations to the underprivileged.

