



# **Pacific Basin**



# Pacific Basin CSR

## *Group Vision*

- To be a shipping industry leader and the partner of choice for customers, staff, shareholders and other stakeholders \*

\* “other stakeholders” includes **environment** and **communities** in which we exist

## *Our core CSR tenet*

- Adoption of responsible practices **reduces risk** and **enhances financial performance**
  - linked to our Group strategy and vision
- Moral obligation to do what we reasonably can + strong business case for taking action eg...
- increasing fuel prices, increasing climate change and emissions-related legislation
  - environmental decisions and actions we take now (will) make us competitively stronger
  - driving long-term sustainability and shareholder value

# Pacific Basin CSR

**being a good corporate citizen pays dividends**

Our approach:

## Environment

Minimising our environmental impact

Adopting energy-efficient, environmentally-friendly ship designs, technologies and practices

## Workplace

Looking after our people

Ensuring their safety, fostering a happy and fulfilling workplace, and nurturing our talent and harnessing their performance potential

## Community

Behaving responsibly in our communities

Engage shipping industry, responsibility in business world, positive contributions to closest worthy causes, etc

# Workplace

## 48 | Workplace

Reflecting the sentiment in our vision, we strive to be the employer of choice for our existing staff and for talented potential employees in our industry.

Our people are central to our business and so we do what we can to provide our multi-national colleagues with an attractive, enjoyable, fulfilling, safe and supportive working environment. We believe that the right investment in our colleagues at all levels of the organisation – both at sea and ashore – does much to increase knowledge and productivity, contribution and engagement, loyalty and retention, and a deeper sense of belonging to the Company.

This investment in our employees and their engagement broadly takes the following forms:

- Working Conditions
  - Health & Safety (Including Anti-Piracy)
  - Development & Training
  - Diversity & Equal Opportunity
- Responsible Business Practices, including:
- Legal Trading
  - Anti-Corruption
  - Anti-Collusive Behaviour
  - Sustainable Procurement
  - Standards, Labour Relations & Human

### Working Conditions

Healthy family/work balance, comfortable offices, etc, etc...

### Diversity

Over 30 nationalities  
Fairly even age distribution

### Safety

Initiatives to mitigate risk in every task on board

“22 Crew, 22 Owners”  
= crew manage the ship ON ship

No-blame culture on board

“Zero defects in external checks through good self-checking”

“Nobody is perfect... but a team can be”  
(high-performance teamwork)

Incidents feedback, learning OPM (“other people’s mistakes”)

### Training

PB standards exceed STCW

extra investments, eg:

MRM (partnering with Swedish P&I),  
BRM, ERM, simulator training

Officer cadet recruit & training in Philippines, China

Fleet Training Managers – on the job training

4 in-house training seminars a year for sea staff

Voluntary training seminars run “by staff for staff”

# Workplace

## Safety, Training, Shipmanager Awards



# Community

## Environment (see next)

### 54 | Community

We recognise our obligations as a responsible member of the communities in which we operate, in particular:

- the seafarer community
- Hong Kong – our headquarters and flag
- the ports where our ships trade
- the shipping industry
- the marine and oceanic environment

## Shipping Industry

Active contributors within Shipping

Memberships of Intercargo, Bimco, Baltic, Class Technical Committees, HKSOA, ICS, HK Mardep SCC, Standard Asia P&I Loss Prevention Committee, etc

Having a say in shipping industry responsibility (“Doing the right thing”)

Affording us a voice in international dialogue on topical issues (carbon) and future legislation

## Seafarer Community

Seafaring life is not easy

Our business is nothing without the dedication of seafarers who keep the global merchant fleet moving safely

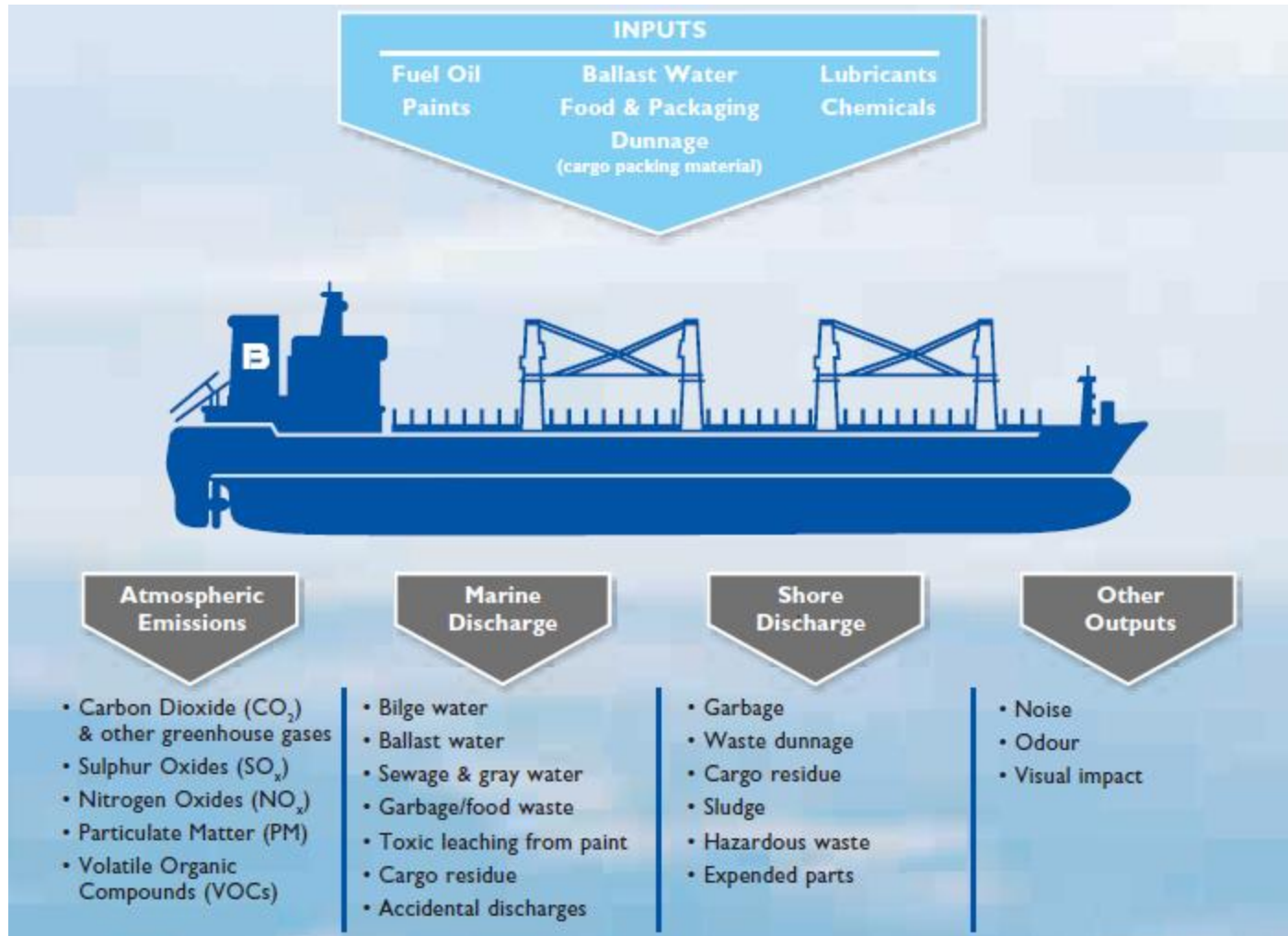
They and their families face emotional and practical challenges through separation for months

Life for the seafarer moving back ashore is not always any easier

So we donate and contribute to seafarer welfare...

- \$\$\$ donations
  - Asian ambassador for Sailors’ Society
    - Minibus sponsorship in Manila
- Significant employer of PRC & Filipino crew

# Environment



# Environment

## SHIP-BASED INITIATIVES

Summary of our main initiatives to reduce our environmental impact

### REDUCING ATMOSPHERIC EMISSIONS AND FUEL CONSUMPTION

#### Improving engine performance

Fuel combustion catalysts achieve fuel oil savings, cleaner combustion and reduced engine overhaul frequency

Computer programme determines optimal overhaul intervals for principle machinery components to maximise engine efficiency

#### Improving hull and propulsion hydrodynamics

Propeller boss cap fins can improve fuel efficiency by up to 5%

Computer-based systems monitor and track our main engine performance and fuel efficiency

Anti-fouling paint applied over an increased hull area reduces drag even when fully laden

We invest in continual fleet renewal for environmental and economic reasons, focusing on new ships and working with designers on the latest innovative fuel-efficient hull designs and machinery to shave several percent off fuel consumption of the previous generation of similar ships

#### Adoption of fuel-efficient operational measures

Improved course-keeping and reduction in unnecessary rudder movements achieved through the use of upgraded self-tuning, adaptive autopilot systems which adjust automatically to load characteristics and weather conditions

Fuel-efficient voyage planning (combining marine weather and real-time ocean currents data), Right Speed Programme, cylinder lubrication optimisation and careful scheduling of our large fleet of ships to maximise utilisation and minimise ballast passages result in increased fuel savings over time

### MONITORING THE DEVELOPMENT OF FUTURE GREEN TECHNOLOGIES

**Exhaust filtration** – We are closely tracking the development of exhaust gas scrubbing technology to reduce greenhouse gas emissions in exhaust fumes although, for now, scrubbing equipment is not sufficiently viable for use on our ships

**New, clean propulsion technologies** – We hope and expect new, clean technologies to eventually replace the fossil fuel burning internal combustion engine to propel commercial vessels in the longer term. Meanwhile we are encouraged by developments in clean technology being trialled as auxiliary sources of propulsion (such as large towing kites) but do not yet consider any of these technologies to be sufficiently advanced, practical or cost-effective for adoption on our ships

#### Combustion of cleaner fuel

The shipping industry has long been dependent on dirty, high-sulphur fuel oil, but new requirements for the use (and supply) of increasingly cleaner, low-sulphur fuel in a number of Emission Control Areas (ECAs) and globally should mark the beginning of a longer-term effort to improve the quality of fossil fuels made available to the maritime industry

### IMPROVING WASTE MANAGEMENT

Garbage compactors on our ships facilitate easy storage of operational garbage (excluding food waste and cargo residues) until it can be disposed of responsibly ashore

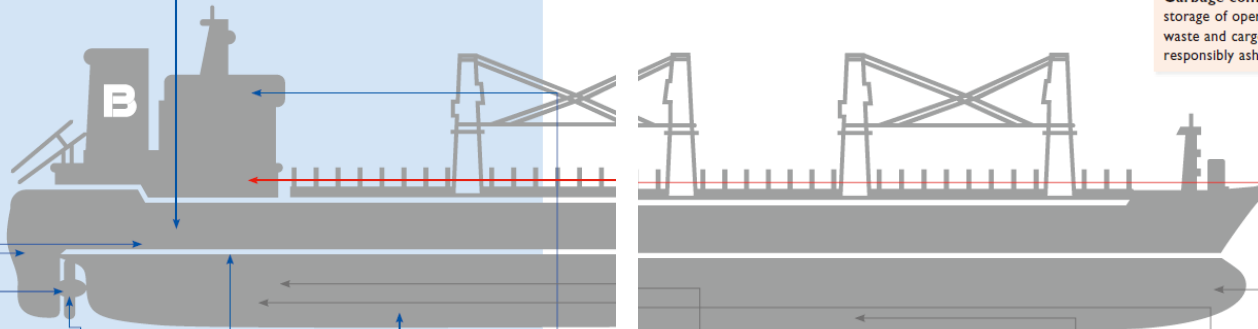
### REDUCING MARINE DISCHARGES

**Oil spill prevention** – Our ISM-compliant safety management system prescribes strict system controls and procedural safeguards to prevent fuel oil spillage and our crew are trained in oil spill response in the event that accidental spillage should occur

**Bilge water management** – Oily water separators minimise the risk of inadvertently pumping out contaminated bilge water

**Ballast water management** – Our ballast water management plans set out strict ballast operations practices in compliance with the IMO's ballast water management convention and equivalent local port state regulations

**Hull Paint Considerations** – We phased out our use of toxic TBT-based antifouling paints well in advance of 2008 regulatory deadlines and now use biocide-based paints while monitoring advances in more eco-friendly paints





# Environment

## Reducing Emissions, Consumption

### Maximise engine efficiency:

- Fuel combustion catalysts
- Optimise machinery overhaul intervals
- Cylinder lubrication optimisation

### Improve hydrodynamics:

- Propeller boss cap fins
- Effective anti-fouling on increased hull area

### Fuel-efficient operating practices:

- Upgraded adaptive autopilot system (improved course-keeping and reduced rudder movements)
- Fuel-efficient voyage planning
- Careful scheduling of our large fleet (minimise ballast legs, maximise utilisation)
- Right Speed Programme

### Monitoring development of new technologies:

- Scrubbers, tow kites, solar sails, Fletner rotors & new cleaner fuels

### Fleet Renewal:

**Working with designers and builders on latest innovative, fuel-efficient hull designs**

**Careful selection of machinery for reliable operations**

**Focus on operationally - friendly vessel designs**

# Environment

## Environmental Awards



## Evolution of Handysize design and performance – Jay K Pillai