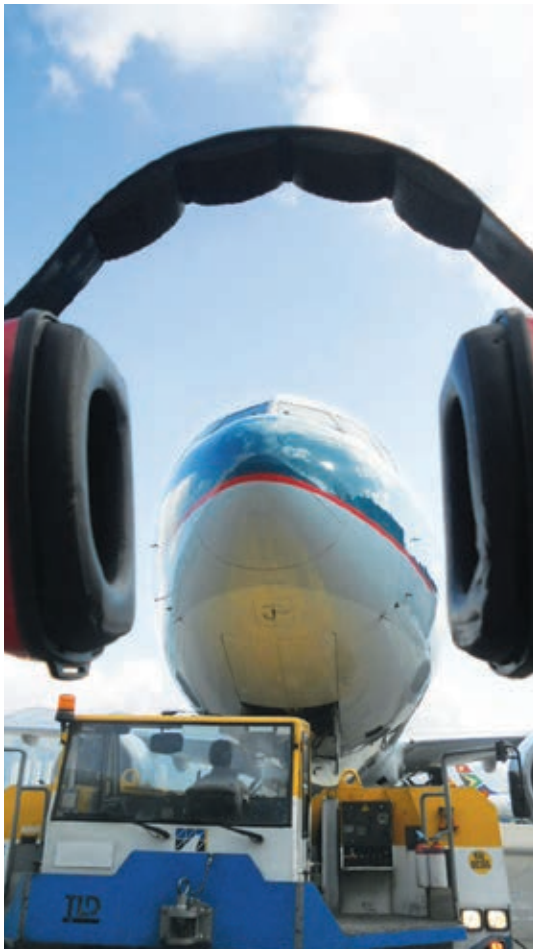


## HEALTH AND SAFETY

Swire Pacific takes health and safety very seriously. We try to conduct our operations in a manner which safeguards the health and safety of our employees, our contractors, our visitors and the communities in which we operate. We aim to do zero harm.



### Health and Safety Management and Reporting

Our management of corporate risks includes management of health and safety risks. We encourage safety by training, sharing of best practices and transparent reporting.

#### HEALTH AND SAFETY COMMITTEE

Our health and safety committee reports to our group risk management committee, which in turn reports to the board of Swire Pacific. The committee comprises senior representatives from each division who are responsible for health and safety in the workplace. The committee is responsible for developing our health and safety policies and procedures, monitoring divisional performance, sharing best practices and developing internal health and safety capabilities.

In 2013 the health and safety committee oversaw the following matters:

- The staff transportation safety policy and guidelines developed in 2012 were formally endorsed and implemented in April. Compliance with this policy will be monitored by the Internal Audit department.
- All operating companies reviewed and updated the infectious diseases and pandemics sections of their business continuity plans.
- Lost time injury rates were included in the Swire Pacific management accounts on a quarterly basis. This allows senior management to review safety performance with financial performance.
- We compared our lost time injury rates with those of other companies.
- Aims and areas of focus for 2014 were developed at a meeting between the health and safety committee and the China health and safety working group.

The Swire Pacific occupational health and safety policy is reviewed and updated periodically. Compliance with the policy is monitored by the Internal Audit department.

#### CHINA HEALTH AND SAFETY WORKING GROUP

This group met three times in 2013 to review performance and share best practices. Contractor management, vehicle and road safety, policy

implementation and workplace violence management were considered. Health and safety regulations change often in Mainland China and vary from province to province. To facilitate sharing of information, an online health and safety database was introduced. Progress was made in identifying safety management goals and implementing plans appropriate for Swire Pacific to meet those goals.

### LTIR and Fatalities

In 2013 the number of injuries per 100 full time equivalent employees (also known as the lost time injury rate or “LTIR”) decreased from 2.73 to 2.58. This represents a 6% decrease since 2012 and a 12% decrease over the last five years. The number of injuries decreased 4% to 2,094, down from 2,188 in 2012. In total 53,542 days were lost due to injury in 2013, up from 50,812 in 2012. We are trying to identify the root causes of serious accidents in order to prevent their recurrence. Regrettably, there was one fatality in 2013. A Cathay Pacific employee was fatally injured while working on the ramp at John F. Kennedy airport in New York, USA.

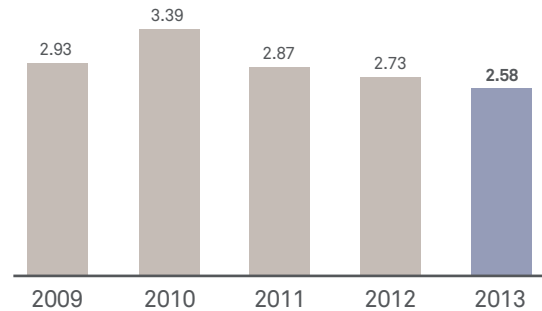


### Training and Awareness

All employees receive the health and safety training required by law for what they do. Extra training is given where necessary. HAECO has improved the way that it monitors and conducts safety training, including by the use of online guidance to managers.

### LTIR

(No. of injuries per 100 full-time equivalent employees)



Swire Properties introduced a slip, trip and fall and manual handling accident prevention programme, with a view to reducing accidents by identifying risks and developing mitigation measures. HAESL developed a smartphone application to facilitate health and safety reporting as part of its I care, I report, I resolve campaign. Senior HAESL managers do weekly safety walks and safety shoe zones have been introduced. HAECO and Swire Properties use smartphone applications to report incidents and raise health and safety awareness.

Swire Properties obtained OHSAS 18001 certification for all its Hong Kong operations. Over 800 staff attended awareness training and 25 staff received internal auditor training certificates.

HAECO held an event to raise staff awareness of work safety and to promote zero harm. The event used games, competitions and stage performances to highlight four areas where work safety is important: working at height, manual lifting, driving and chemical handling. Over 2,000 staff attended the event.



**DEVELOPING A SAFETY CULTURE**

*Swire Beverages appointed Dupont to conduct a safety review at its Zhengzhou and Luohe bottling plants. Dupont reviewed safety management, provided training for senior and operational management and helped to develop a three year action plan. With Swire Beverages management, Dupont developed a toolkit and training materials in order to replicate the plan at other bottling plants. Initial indications are that the plan has resulted in lower lost time injury rates.*

**2013 AIMS AND PROGRESS**

**Aims** | To conduct a review of safety management systems at our companies in Mainland China

**Progress** | In progress

**Comments** | Companies in Mainland China are reviewing their performance against safety management standards developed by Swire Pacific

**Aims** | To compare our safety performance with that of comparable companies

**Progress** | Done

**Aims** | To extend health and safety training to more of our employees

**Progress** | Done

**Aims** | To improve the monitoring of safety management by our contractors

**Progress** | In progress

**Comments** | There has been some improvement. The health and safety committee and the China health and safety working group have identified safety training and contractor safety management as areas to focus on

**AIMS FOR 2014**

To develop a strategy for working towards doing zero harm

To determine whether findings from the Swire Beverages safety review in Mainland China conducted by Dupont are capable of adoption by other group companies

To minimise manual handling injuries by sharing information and best practices

To review the effectiveness of post accident rehabilitation