

7 CORPORATE SOCIAL RESPONSIBILITY REPORT

CONTINUED COMMITMENT AND COLLABORATIVE EFFORT

As Asia's leading logistics service provider, Kerry Logistics understands that creating a better world starts with one person, but continuous change comes from the joint efforts of the group. While dedicated to innovative logistics solutions that serve our customers' needs, we recognise corporate responsibility as fundamental to our vision, mission and core values. With primary focus on employee engagement, sustainable development and community outreach, CSR has been tightly integrated into our overall management and daily operations as we continuously strive for excellence.

Our CSR programme is reinforced by our three interlinking pillars: people, environment and community. Our determination to preserve sustainable growth has been recognised when we became a Hang Seng Corporate Sustainability Index Series Member 2015-2016. We are proud to share the following collaborative accomplishments as we continue in our commitment to responsibility and sustainability.



PEOPLE

Kerry Logistics continues to nurture and develop our most important asset by maintaining a strong team of employees to meet the challenges of our industry. The success of our company is only made possible by creating a fulfilling work environment. Around the world in 40 countries, we created values for our people by providing them with rewarding careers, workplace quality and work-life balance. We built team spirit and strengthened ties among colleagues through organised group activities, and awarded staff recognition to enhance leadership, motivation and collaboration for continuous improvements.

We respect our people for their spirited willingness to learn, their sharing of bold ideas and their genuine passion for success. During the year, the Group conducted a total of 7,100 hours of training programmes with 2,400 attendees in its Hong Kong head office.

In addition, we organised internship exchange programmes with industry peers, hosted tours for university students and the media, and participated in recruitment days and career forums to bring in new clusters of talent. Since 2001, our MT Programme has continued to successfully nurture future generations to lead our business in a highly competent manner. In 2015, management trainees were recruited from Hong Kong, for a year of structured on-job rotation, to both Integrated Logistics and International Freight Forwarding. Trainees are developed through hands-on experience and participation in the design, implementation and evaluation of real-work projects that allow them to apply their learning, build up all-rounded competencies and tackle future challenges at large.

Below are some of the corporate events our colleagues participated in around the globe:

DEVELOPING OUR CORPORATE CULTURE

During the year, Kerry Logistics unveiled a new employee welcome video dedicated to all new joiners, familiarising them with our core values of VOICE: Value Creation, Openness, Integrity, Commitment and Excellence. Right from the start, we hope to inspire a firm understanding and strong corporate culture into every person on our team.

CULTIVATING GLOBAL TEAM SPIRIT

Throughout the year, members of Kerry Logistics' team from around the world participated in a myriad of activities and events to foster team spirit and strengthen ties amongst colleagues. From football matches in Europe, to dart and badminton tournaments in Hong Kong and Thailand, company participants spent quality time together outside of the workplace to build our global team spirit. As our international footprint extends further across the globe, we are excited to see our worldwide team grow in tandem.

MAINTAINING WORK-LIFE BALANCE

Besides providing the optimal working environment, Kerry Logistics is a firm believer of ensuring our team members are able to lead all aspects of their life to the fullest. In July 2015, the employee welfare committee of our Thailand branch presented scholarships to children of colleagues for the second consecutive year, aiming to enrich the family lives of our employees and the people matter to them. In keeping with the spirit of ensuring our people keep up with personal commitments, during 26-30 October 2015, we participated in the Work-Life Balance Week organised by Community Business for the seventh consecutive year. Colleagues were encouraged to leave on time and do more exercise with company allowance during the week.

IMPROVING WORKPLACE QUALITY

The health and safety of our employees continue to be a leading priority for us. Kerry Logistics provides occupational health and safety programmes for all staff with focus on safety in the workplace and maintenance of a healthy lifestyle. We also supplement our corporate medical plan with complementary vaccinations and health screening programmes, to ensure the well-being of our people. We understand that whilst work is an important aspect of our employees' lives, their health should always come first.

ENVIRONMENT

As a global citizen, Kerry Logistics understands the importance of environmental sustainability and protection. We pledge to achieve sustainable growth while minimising any impact our logistics operations may have. Our green initiatives have continued to bring positive effects to each corner of the world we touch. By adopting environmentally-friendly and energy efficient designs in our office, our concepts are put into practice. We establish and commit to short and long-term environmental goals and apply protective measures to our daily operations wherever possible. Moreover, we continue to discover potential areas where we can expand on the scope and scale of our green efforts. Besides the initiatives listed below, please refer to our environmental policy statement for further details.

THE 22ND GREEN POWER HIKE

Our Hong Kong team participated in the annual fundraising walkathon of Green Power Hike organised by Green Power for the eighth time and completed the full and half trails on 7 February 2015. The hike aims to raise funds for environmental education in Hong Kong.

EARTH HOUR 2015

On 28 March 2015, we joined Earth Hour organised by WWF for the fourth time by switching off our outdoor billboard lights and encouraged colleagues to turn off all non-essential lights for one hour to support global sustainability.

GREEN ROAD RUN 2015

On 3 October 2015, our member company Kerry TJ Logistics and the Chinese Taipei Association of Ultrarunners co-organised the Green Road Run for the second consecutive year. The event was supported by more than 2,000 participants from the company and the public and raised funds for "United Way" in Taiwan which works with local charities to coordinate fundraising efforts through a single fundraising campaign.

WWF WALK FOR NATURE

On 7 November 2015, we took part in the Walk for Nature walkathon organised by WWF in Mai Po Nature Reserve for the second consecutive year with 15 colleagues and their family members. The Walk aims to raise public awareness about Hong Kong's precious wetland environment and raise funds to support its conservation work.

COMMUNITY

Kerry Logistics cares about the communities in which we live and work. We do our utmost to support those in need through participating in community services, charities, education and project sponsorships. To us, giving back means combining our team's effort, passion and time with our logistics expertise, transportation assets and charitable donations to make a difference in our global communities. The compassion, determination and perseverance of our people remain the key to our delivery of positive results to benefit our worthwhile causes. Below are some of the contributions we have made to our communities this year:

THE COMMUNITY CHEST CORPORATE CHALLENGE 2015

A group of more than 30 fellow colleagues joined the Community Chest Corporate Challenge on 18 January 2015 for the 11th consecutive year to raise funds to enhance services for the physically disabled and improve the rehabilitation and aftercare services for the elderly supported by the Community Chest.

STANDARD CHARTERED HONG KONG MARATHON 2015

Over 50 fellow colleagues completed the full/half marathons and 10K run in the Standard Chartered Hong Kong Marathon on 25 January 2015 for the fifth consecutive time. The marathon supports three charitable institutions and initiatives: Seeing is Believing by ORBIS, the Hong Kong Paralympic Committee & Sports Association for the Physically Disabled and the Hong Kong Anti-Cancer Society.

HELPING FLOOD VICTIMS

In January 2015, our local teams in Malaysia initiated a donation drive to assist those who were severely affected by the heavy floods in the country. We collected 36 tonnes of food, drinking water and daily necessities and delivered them to flood victims. Volunteers of this mission included our staff and their family members.

SUPPORTING SUNRISE LIBRARY

In early March 2015, we set up the Noel Fund with three other freight companies to support the Reading Corner programme established by the charity Sunrise Library in Mainland China for the next three years. Sunrise Library is dedicated to setting up libraries for elementary schools in poor regions of Mainland China.

RACE FOR WATER 2015

On 22 March 2015, over 20 colleagues participated in the Race for Water 2015 organised by A Drop of Life for the fifth consecutive year to raise funds for the construction of water cellars in arid areas of Mainland China.

GIVING HELP TO FOOD BANKS

In Taiwan, we signed a letter of intent with Taichung City, Changhua County and Nantou County on 21 April 2015 to provide free cold storage and distribution services for local food banks to cover the supply of fresh and perishable food for families in need.

CHARITABLE SUPPORT FOR SAHK

On 25 April 2015, we sponsored the Singapore Association of Hong Kong's Gala Ball to celebrate its 40th anniversary and also the 50th anniversary of Singapore. Part of the proceeds of the ball will go towards supporting two charity organisations in Hong Kong: Viva China Children's Cancer Foundation and the Make-A-Wish Hong Kong Foundation.

KIDS4KIDS' SHARING FOR A CAUSE

In May 2015, for the second time, we sponsored logistics support to the Kids4Kids' Sharing for a Cause campaign, aimed at collecting small household appliances and educational toys for underprivileged families in Hong Kong. We coordinated the delivery and collections of over 280 boxes of donations across the city.

ORBIS – PLANE PENDANT CHARITY SALES

In June 2015, we supported ORBIS through its 2015 Plane Pendant Charity Sales for the fourth year. All donations will be allocated to support ORBIS in providing tools, training and technology for local doctors and other healthcare personnel to develop workable and lasting solutions against avoidable blindness in Mainland China.

HELPING CHILDREN IN NEED

On 18 June 2015, we supported Singapore International School to deliver more than 12,000 canned foods to over 300 disadvantaged children in Hong Kong through the ChickenSoup Foundation – a local philanthropic organization that empowers at-risk children of underprivileged communities.

ORBIS – WORLD SIGHT DAY

On 8 October 2015, we once again showed our support to ORBIS by participating in World Sight Day for the fifth consecutive year through donations to the pin campaign in Hong Kong. The campaign aims to bring hope to those at risk of preventable blindness across the globe.

24HR CHARITY PEDAL KART GRAND PRIX

During 14-15 November 2015, we joined the Hong Kong 24 Hour Pedal Kart Grand Prix for the second consecutive year. Organised by The Association of Round Tables in Hong Kong, the event aims to raise funds for the underprivileged and handicapped in our community.

LOVE TEETH DAY

On 2 December 2015, we participated in The Community Chest – Love Teeth Day jointly organised by The Community Chest, Hong Kong Dental Association and Oral Health Education Unit of Department of Health for the first time. Proceeds without deduction will be used to enhance oral health services for the needy.

OPERATION SANTA CLAUS

During November to December 2015, we supported Operation Santa Claus, organised by the South China Morning Post and Radio Television Hong Kong, for the second consecutive year by participating in its fund-raising shoes design competition. Proceeds will go to 22 beneficiaries to aid children, the elderly and the mentally and physically challenged in Hong Kong and Mainland China.

SUPPORTING FOOD BANK FOUNDATION

In December 2015, our Spain branch made a charitable donation to the Food Bank Foundation for the third year in a row. The foundation is a non-profit organisation aimed at helping people affected by hunger and raise public awareness over the problem of hunger.

CARING COMPANY

In recognition of our charitable contributions and participation in community service, the Group has been named a "Caring Company 2014-2015" by the Hong Kong Council of Social Service for the fifth consecutive year.



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GREEN POWER HIKE

2016

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KERRY

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