

GRI Table

STANDARD DISCLOSURES PART I: Profile Disclosures									
1. Strategy and Analysis									
Profile Disclosure	Description	Reported	Cross-reference/ Direct answer	If applicable, indicate the part not reported	Reason for omission	Explanation	To be reported in	G4 Core	HK Exchange ESG Guidelines (KPI)
1.1	Statement from the most senior decision-maker of the organization.	Fully	Making the Connection Annual Report p.3-4					G4.1	
1.2	Description of key impacts, risks, and opportunities.	Fully	Making the Connection 2013 Progress Sustainability Governance Factsheet						
2. Organizational Profile									
Profile Disclosure	Description	Reported	Cross-reference/ Direct answer	If applicable, indicate the part not reported	Reason for omission	Explanation	To be reported in	G4 Core	HK Exchange ESG Guidelines (KPI)
2.1	Name of the organization.	Fully	About this Report					G4.3	
2.2	Primary brands, products, and/or services.	Fully	Making the Connection About this Report Annual Report p.1					G4.4	
2.3	Operational structure of the organization, including main divisions, operating companies, subsidiaries, and joint ventures.	Fully	Sustainability Governance Factsheet Our People Factsheet About this Report Annual Report p.1, 12-13, 94-95						
2.4	Location of organization's headquarters.	Fully	Annual Report p.1					G4.5	
2.5	Number of countries where the organization operates, and names of countries with either major operations or that are specifically relevant to the sustainability issues covered in the report.	Fully	Annual Report p.1, 16-18					G4.6	
2.6	Nature of ownership and legal form.	Fully	About this Report Annual Report p.1					G4.7	
2.7	Markets served (including geographic breakdown, sectors served, and types of customers/beneficiaries).	Fully	Making the Connection Annual Report p.1, 16-21					G4.8	

2. Organizational Profile									
Profile Disclosure	Description	Reported	Cross-reference/ Direct answer	If applicable, indicate the part not reported	Reason for omission	Explanation	To be reported in	G4 Core	HK Exchange ESG Guidelines (KPI)
2.8	Scale of the reporting organization.	Fully	2013 Progress Annual Report p.1-2, 51-54					G4.9	
2.9	Significant changes during the reporting period regarding size, structure, or ownership.	Fully	There are none.					G4.13	
2.10	Awards received in the reporting period.	Fully	2013 Progress Annual Report p.5-6						
3. Report Parameters									
Profile Disclosure	Description	Reported	Cross-reference/ Direct answer	If applicable, indicate the part not reported	Reason for omission	Explanation	To be reported in	G4 Core	HK Exchange ESG Guidelines (KPI)
3.1	Reporting period (e.g., fiscal/calendar year) for information provided.	Fully	About this Report					G4.28	
3.2	Date of most recent previous report (if any).	Fully	About this Report					G4.29	
3.3	Reporting cycle (annual, biennial, etc.)	Fully	About this Report					G4.30	
3.4	Contact point for questions regarding the report or its contents.	Fully	About this Report					G4.31	
3.5	Process for defining report content.	Fully	Sustainability Governance Factsheet Stakeholder Engagement and Issues Materiality Factsheet About this Report						
3.6	Boundary of the report (e.g., countries, divisions, subsidiaries, leased facilities, joint ventures, suppliers). See GRI Boundary Protocol for further guidance.	Fully	About this Report						
3.7	State any specific limitations on the scope or boundary of the report (see completeness principle for explanation of scope).	Fully	About this Report						

3. Report Parameters (continued)

Profile Disclosure	Description	Reported	Cross-reference/ Direct answer	If applicable, indicate the part not reported	Reason for omission	Explanation	To be reported in	G4 Core	HK Exchange ESG Guidelines (KPI)
3.8	Basis for reporting on joint ventures, subsidiaries, leased facilities, outsourced operations, and other entities that can significantly affect comparability from period to period and/or between organizations.	Fully	About this Report Annual Report p.12-13						
3.9	Data measurement techniques and the bases of calculations, including assumptions and techniques underlying estimations applied to the compilation of the Indicators and other information in the report. Explain any decisions not to apply, or to substantially diverge from, the GRI Indicator Protocols.	Fully	About this Report Climate Change Factsheet Waste Management Factsheet						
3.10	Explanation of the effect of any re-statements of information provided in earlier reports, and the reasons for such re-statement (e.g., mergers/acquisitions, change of base years/periods, nature of business, measurement methods).	Fully	There are none.					G4.22	
3.11	Significant changes from previous reporting periods in the scope, boundary, or measurement methods applied in the report.	Fully	There are none.					G4.23	
3.12	Table identifying the location of the Standard Disclosures in the report.	Fully	GRI Content Index on web version of Report at: www.cathaypacific.com/sdreport					G4.32	
3.13	Policy and current practice with regard to seeking external assurance for the report.	Fully	About this Report In order to ensure that we report accurately, we have engaged independent accountants, PricewaterhouseCoopers to provide an assurance report on selected data in this Report.					G4.33	

4. Governance, Commitments, and Engagement									
Profile Disclosure	Description	Reported	Cross-reference/ Direct answer	If applicable, indicate the part not reported	Reason for omission	Explanation	To be reported in	G4 Core	HK Exchange ESG Guidelines (KPI)
4.1	Governance structure of the organization, including committees under the highest governance body responsible for specific tasks, such as setting strategy or organizational oversight.	Fully	Sustainability Governance Factsheet Annual Report p.39-48 Corporate Governance Code					G4.34	
4.2	Indicate whether the Chair of the highest governance body is also an executive officer.	Fully	Annual Report p.32-33						
4.3	For organizations that have a unitary board structure, state the number and gender of members of the highest governance body that are independent and/or non-executive members.	Fully	Sustainability Governance Factsheet Annual Report p.32-33 Corporate Governance Code						
4.4	Mechanisms for shareholders and employees to provide recommendations or direction to the highest governance body.	Fully	Stakeholder Engagement and Issues Materiality Factsheet Our People Our People Factsheet Annual Report p.48-49						
4.5	Linkage between compensation for members of the highest governance body, senior managers, and executives (including departure arrangements), and the organization's performance (including social and environmental performance).	Fully	Annual Report p.44-45						
4.6	Processes in place for the highest governance body to ensure conflicts of interest are avoided.	Fully	Annual Report p.37, 42						
4.7	Process for determining the composition, qualifications, and expertise of the members of the highest governance body and its committees, including any consideration of gender and other indicators of diversity.	Fully	Annual Report p.40-44 Corporate Governance Code Board Diversity Policy						
4.8	Internally developed statements of mission or values, codes of conduct, and principles relevant to economic, environmental, and social performance and the status of their implementation.	Fully	Making the Connection Sustainability Governance Factsheet 2013 Progress Our internally developed Sustainable Development Strategy is guided by: Principles set forth in a) Bruntland Commission's definition of sustainable development; b) FTSE4Good; c) Hang Seng Sustainability Index; d) GRI; e) Carbon Disclosure Project and e) Swire Pacific Sustainable Development Strategy.					G4.56	

4. Governance, Commitments, and Engagement (continued)									
Profile Disclosure	Description	Reported	Cross-reference/ Direct answer	If applicable, indicate the part not reported	Reason for omission	Explanation	To be reported in	G4 Core	HK Exchange ESG Guidelines (KPI)
4.9	Procedures of the highest governance body for overseeing the organization's identification and management of economic, environmental, and social performance, including relevant risks and opportunities, and adherence or compliance with internationally agreed standards, codes of conduct, and principles.	Fully	Sustainability Governance Factsheet Annual Report p.39-49 Corporate Governance Code						
4.10	Processes for evaluating the highest governance body's own performance, particularly with respect to economic, environmental, and social performance.	Fully	Annual Report, p.39-40, 43, 45-48						
4.11	Explanation of whether and how the precautionary approach or principle is addressed by the organization.	Fully	Sustainability Governance Factsheet					G4.14	
4.12	Externally developed economic, environmental, and social charters, principles, or other initiatives to which the organization subscribes or endorses.	Fully	Making the Connection Community Investment Factsheet Climate Change Climate Change Factsheet Waste Management Waste Management Factsheet Biodiversity Biodiversity Factsheet Our People Factsheet Annual Report p.1, 8					G4.15	
4.13	Memberships in associations (such as industry associations) and/or national/international advocacy organizations in which the organization: * Has positions in governance bodies; * Participates in projects or committees; * Provides substantive funding beyond routine membership dues; or * Views membership as strategic.	Fully	Making the Connection Climate Change Climate Change Factsheet Annual Report p.1, 8-9					G4.16	
4.14	List of stakeholder groups engaged by the organization.	Fully	Making the Connection Sustainability Governance Factsheet Stakeholder Engagement and Issues Materiality Factsheet					G4.24	
4.15	Basis for identification and selection of stakeholders with whom to engage.	Fully	Making the Connection Stakeholder Engagement and Issues Materiality Factsheet					G4.25	

4. Governance, Commitments, and Engagement (continued)

Profile Disclosure	Description	Reported	Cross-reference/ Direct answer	If applicable, indicate the part not reported	Reason for omission	Explanation	To be reported in	G4 Core	HK Exchange ESG Guidelines (KPI)
4.16	Approaches to stakeholder engagement, including frequency of engagement by type and by stakeholder group.	Fully	Making the Connection Stakeholder Engagement and Issues Materiality Factsheet Our People Our People Factsheet Annual Report p.49					G4.26	
4.17	Key topics and concerns that have been raised through stakeholder engagement, and how the organization has responded to those key topics and concerns, including through its reporting.	Fully	Making the Connection Sustainability Governance Factsheet Stakeholder Engagement and Issues Materiality Factsheet Safety Climate Change Waste Management Sustainable Sourcing Biodiversity Our People					G4.27	

STANDARD DISCLOSURES PART II: Disclosures on Management Approach (DMAs)

Profile Disclosure	Description	Reported	Cross-reference/ Direct answer	If applicable, indicate the part not reported	Reason for omission	Explanation	To be reported in	G4 Core	HK Exchange ESG Guidelines (KPI)
DMA EC	Disclosure on Management Approach EC								
Aspects	Economic performance	Fully	2013 Progress Annual Report p.24-29						
	Market presence	Fully	2013 Progress Annual Report p.2-3						
	Indirect economic impacts	Fully	Making the Connection 2013 Progress						

STANDARD DISCLOSURES PART II: Disclosures on Management Approach (DMAs) (continued)

Profile Disclosure	Description	Reported	Cross-reference/ Direct answer	If applicable, indicate the part not reported	Reason for omission	Explanation	To be reported in	G4 Core	HK Exchange ESG Guidelines (KPI)
DMA EN	Disclosure on Management Approach EN								
Aspects	Materials	Fully	SD Policy and Environmental Policy Sustainability Governance Factsheet						
	Energy	Fully	SD Policy and Environmental Policy Sustainability Governance Factsheet Climate Change Factsheet						
	Water	Fully	SD Policy and Environmental Policy Sustainability Governance Factsheet Waste Management Factsheet						
	Biodiversity	Fully	SD Policy and Environmental Policy Sustainability Governance Factsheet Sustainable Sourcing Factsheet Biodiversity Factsheet						
	Emissions, effluents and waste	Fully	SD Policy and Environmental Policy Sustainability Governance Factsheet Climate Change Factsheet Waste Management Factsheet						
	Products and services	Fully	SD Policy and Environmental Policy Sustainability Governance Factsheet Waste Management Factsheet Sustainable Sourcing Factsheet						
	Compliance	Fully	SD Policy and Environmental Policy Sustainability Governance Factsheet						
	Transport	Fully	SD Policy and Environmental Policy Sustainability Governance Factsheet Climate Change Factsheet						
	Overall	Not			Not material	This is not relevant to our core business.			

STANDARD DISCLOSURES PART II: Disclosures on Management Approach (DMAs) (continued)

Profile Disclosure	Description	Reported	Cross-reference/ Direct answer	If applicable, indicate the part not reported	Reason for omission	Explanation	To be reported in	G4 Core	HK Exchange ESG Guidelines (KPI)
DMA LA	Disclosure on Management Approach LA								
Aspects	Employment	Fully	Sustainability Governance Factsheet Corporate Code of Conduct						
	Labor/management relations	Fully	Sustainability Governance Factsheet Our People Factsheet Corporate Code of Conduct						
	Occupational health and safety	Fully	Safety Policy Sustainability Governance Factsheet Safety Factsheet Our People Factsheet Corporate Code of Conduct						
	Training and education	Fully	Sustainability Governance Factsheet Our People Factsheet Corporate Code of Conduct						
	Diversity and equal opportunity	Fully	Sustainability Governance Factsheet Our People Factsheet Corporate Code of Conduct						
	Equal remuneration for women and men	Fully	Sustainability Governance Factsheet Our People Factsheet Corporate Code of Conduct						
DMA HR	Disclosure on Management Approach HR								
Aspects	Investment and procurement practices	Fully	Sustainable Governance Factsheet						C 1.2
	Non-discrimination	Fully	Sustainability Governance Factsheet Our People Factsheet Corporate Code of Conduct						
	Freedom of association and collective bargaining	Fully	Sustainability Governance Factsheet Corporate Code of Conduct						

STANDARD DISCLOSURES PART II: Disclosures on Management Approach (DMAs) (continued)

Profile Disclosure	Description	Reported	Cross-reference/ Direct answer	If applicable, indicate the part not reported	Reason for omission	Explanation	To be reported in	G4 Core	HK Exchange ESG Guidelines (KPI)
Aspects	Child labor	Fully	Sustainability Governance Factsheet Corporate Code of Conduct						
	Prevention of forced and compulsory labor	Fully	Sustainability Governance Factsheet Corporate Code of Conduct						
	Security practices	Not			Not material	We do not report on this issue as the disclosure does not relate to our business because we do not employ our own security forces. Security personnel do exist at airports where we operate to. However these are under contract with the relevant airport authorities overseeing the local airport.			
	Indigenous rights	Not			Not material	We do not report on this issue as this aspect does not relate to our business because our significant area of operations (Hong Kong) does not occur in areas related to indigenous people. In other countries, we are not directly involved with issues related to local indigenous people.			
	Assessment	Not			Not material	The majority of our operations and staff emanate from Hong Kong, which has laws and regulations that are consistent with international human rights charters. We ensure that we meet these regulations. For locations that have a higher risk for human rights violations/impacts, we ensure that we meet our Code of Conduct and its supporting policies as best we can, while complying with the local regulations and laws, as well as the local culture.			
	Remediation	Fully	Sustainability Governance Factsheet Our People Factsheet Corporate Code of Conduct						

STANDARD DISCLOSURES PART II: Disclosures on Management Approach (DMAs) (continued)

Profile Disclosure	Description	Reported	Cross-reference/ Direct answer	If applicable, indicate the part not reported	Reason for omission	Explanation	To be reported in	G4 Core	HK Exchange ESG Guidelines (KPI)
DMA SO	Disclosure on Management Approach SO								
Aspects	Local communities	Fully	Sustainability Governance Factsheet Community Investment Factsheet						D 1.1
	Corruption	Fully	Sustainability Governance Factsheet Corporate Code of Conduct						
	Public policy	Fully	Climate Change Climate Change Factsheet						
	Anti-competitive behavior	Fully	Sustainability Governance Factsheet Corporate Code of Conduct						
	Compliance	Fully	Sustainability Governance Factsheet Annual Report p.46 Corporate Code of Conduct						
DMA PR	Disclosure on Management Approach PR								
Aspects	Customer health and safety	Fully	Sustainability Governance Factsheet Safety Factsheet Corporate Code of Conduct						
	Product and service labelling	Not			Not available	It is our medium term goal (5 years) to be able to report on this.	2015		
	Marketing communications	Fully	Sustainability Governance Factsheet Corporate Code of Conduct						
	Customer privacy	Fully	Corporate Code of Conduct http://www.cathaypacific.com/cpa/en_HK/legal						C 2.5
	Compliance	Fully	Sustainability Governance Factsheet Corporate Code of Conduct						

STANDARD DISCLOSURES PART III: Performance Indicators
Economic
Economic performance

Performance Indicator	Description	Reported	Cross-reference/ Direct answer	If applicable, indicate the part not reported	Reason for omission	Explanation	To be reported in	G4 Core	HK Exchange ESG Guidelines (KPI)
EC1	Direct economic value generated and distributed, including revenues, operating costs, employee compensation, donations and other community investments, retained earnings, and payments to capital providers and governments.	Fully	Annual Report p.24-29 2013 Progress Economic Value Added Table				EC1		
EC2	Financial implications and other risks and opportunities for the organization's activities due to climate change.	Fully	Making the Connection 2013 Progress Climate Change Climate Change Factsheet				EC2		
EC3	Coverage of the organization's defined benefit plan obligations.	Fully	Annual Report p.68-71				EC3		
EC4	Significant financial assistance received from government.	Fully	None received				EC4		

Market presence

Performance Indicator	Description	Reported	Cross-reference/ Direct answer	If applicable, indicate the part not reported	Reason for omission	Explanation	To be reported in	G4 Core	HK Exchange ESG Guidelines (KPI)
EC5	Range of ratios of standard entry level wage by gender compared to local minimum wage at significant locations of operation.	Not	The salary for all employees is based on experience, job classification, job evaluation, employee pay system and performance related pay. It would be challenging to provide a breakdown into employee category. However, we are investigating the best way to report this information in the future.		Not available		2015	EC5	

Market presence (continued)									
Performance Indicator	Description	Reported	Cross-reference/ Direct answer	If applicable, indicate the part not reported	Reason for omission	Explanation	To be reported in	G4 Core	HK Exchange ESG Guidelines (KPI)
EC6	Policy, practices, and proportion of spending on locally-based suppliers at significant locations of operation.	Fully	<p>Whilst most of our operations are based in Hong Kong, the majority of our spend are in equipment and materials that are not readily available locally such as aircraft and jet fuel.</p> <p>We continue to contribute to the local economies in which we operate through hiring locally-based contractors and locally-sourced items when this is feasible.</p> <p>When evaluating the current and future needs of our business and proposals from suppliers, we use a tried and tested evaluation tool as part of our purchasing decision process. This approach employs the criteria of Cost, Innovation, Satisfaction, Quality, Assurance of Supply and Safety, which are ranked on a case-by-case basis according to the needs of the business and the importance of each criteria in each specific case. We measure sustainability when we consider the "Safety" criteria, as safety in its broadest sense includes risk – and in the case of sourcing, the risk is of "un-sustainability"</p>					EC9	
EC7	Procedures for local hiring and proportion of senior management hired from the local community at significant locations of operation.	Fully	<p>Sustainable Governance Factsheet</p> <p>Our People</p> <p>Our People Factsheet</p>					EC6	
Indirect economic impacts									
Performance Indicator	Description	Reported	Cross-reference/ Direct answer	If applicable, indicate the part not reported	Reason for omission	Explanation	To be reported in	G4 Core	HK Exchange ESG Guidelines (KPI)
EC8	Development and impact of infrastructure investments and services provided primarily for public benefit through commercial, in-kind, or pro bono engagement.	Not			Not applicable	We do not report on this issue as the disclosure does not relate to our business because we are primarily in the service industry sector.		EC7	
EC9	Understanding and describing significant indirect economic impacts, including the extent of impacts.	Fully	<p>Making the Connection</p> <p>Economics Value Table</p>					EC8	

Environmental									
Materials									
Performance Indicator	Description	Reported	Cross-reference/ Direct answer	If applicable, indicate the part not reported	Reason for omission	Explanation	To be reported in	G4 Core	HK Exchange ESG Guidelines (KPI)
EN1	Materials used by weight or volume.	Fully	Environmental Indicators Table					EN1	B 3.1
EN2	Percentage of materials used that are recycled input materials.	Not			Not available	Whilst we do use some recycled input materials, we do not know yet whether these numbers are material enough to warrant reporting. We will continue to investigate and will report progress in the medium term.	2015	EN2	
Energy									
Performance Indicator	Description	Reported	Cross-reference/ Direct answer	If applicable, indicate the part not reported	Reason for omission	Explanation	To be reported in	G4 Core	HK Exchange ESG Guidelines (KPI)
EN3	Direct energy consumption by primary energy source.	Fully	The total direct energy consumption is 221,816,121 GJ. Details of the fuel types and quantity consumed are in the Environmental Indicators Table.					EN3	B 2.1
EN4	Indirect energy consumption by primary source.	Fully	The total indirect energy consumption is 338,048 GJ. Details of the fuel types and quantity consumed are in the Environmental Indicators Table.					EN4	B 2.1
EN5	Energy saved due to conservation and efficiency improvements.	Fully	Climate Change Factsheet						
EN6	Initiatives to provide energy-efficient or renewable energy based products and services, and reductions in energy requirements as a result of these initiatives.	Fully	Climate Change Climate Change Factsheet						B 2.3
EN7	Initiatives to reduce indirect energy consumption and reductions achieved.	Fully	Climate Change Climate Change Factsheet						B 2.3

Water									
Performance Indicator	Description	Reported	Cross-reference/ Direct answer	If applicable, indicate the part not reported	Reason for omission	Explanation	To be reported in	G4 Core	HK Exchange ESG Guidelines (KPI)
EN8	Total water withdrawal by source.	Fully	Environmental Indicators Table					EN8	B 2.2
EN9	Water sources significantly affected by withdrawal of water.	Not			Not material	Water supplied publically in Hong Kong is withdrawn from natural rainfall collected in Hong Kong and the Dongjiang River from the neighbouring province of Guangdong, China. We do not report on this issue as our we believe that water consumption does not have a significant impact on these water sources. However, we will continue to investigate and report on progress in the medium term.		EN9	
EN10	Percentage and total volume of water recycled and reused.	Not			Not applicable	We do not report on this issue as waste water discharged from our operations in Hong Kong are treated by the municipal water services department.		EN10	
Biodiversity									
Performance Indicator	Description	Reported	Cross-reference/ Direct answer	If applicable, indicate the part not reported	Reason for omission	Explanation	To be reported in	G4 Core	HK Exchange ESG Guidelines (KPI)
EN11	Location and size of land owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas.	Fully	Climate Change Factsheet Cathay Pacific Headquarters and most of our subsidiary headquarters are located on over 4 hectares on Lantau Island, considered an island of high biodiversity in Hong Kong.					EN11	B 3.3
EN12	Description of significant impacts of activities, products, and services on biodiversity in protected areas and areas of high biodiversity value outside protected areas.	Fully	Making the Connection Climate Change Biodiversity					EN12	B 3.3
EN13	Habitats protected or restored.	Partially	Community Investment Factsheet Biodiversity Factsheet	Size	Not available	We do not report on this as we have not been able to collate the relevant data. The habitats we protect may also vary from year to year. We will continue to investigate this and report progress in the medium term.	2015	EN13	
EN14	Strategies, current actions, and future plans for managing impacts on biodiversity.	Partially	Biodiversity Biodiversity Factsheet Sustainable Sourcing Sustainable Sourcing Factsheet	Full and robust strategy	Not available	We are still developing a more robust strategy related to biodiversity and our impacts to it.	2015		
EN15	Number of IUCN Red List species and national conservation list species with habitats in areas affected by operations, by level of extinction risk.	Not			Not available	We are still developing a more robust strategy related to biodiversity and our impacts to it. We will continue to investigate this impact and report on progress in the medium term.	2015	EN14	

Emissions, effluents and waste									
Performance Indicator	Description	Reported	Cross-reference/ Direct answer	If applicable, indicate the part not reported	Reason for omission	Explanation	To be reported in	G4 Core	HK Exchange ESG Guidelines (KPI)
EN16	Total direct and indirect greenhouse gas emissions by weight.	Fully	Environmental Indicators Table					EN15	B 1.1, B 1.2, B 1.3
EN17	Other relevant indirect greenhouse gas emissions by weight.	Fully	Environmental Indicators Table					EN16	B 1.1, B 1.2
EN18	Initiatives to reduce greenhouse gas emissions and reductions achieved.	Fully	2013 Progress Climate Change Climate Change Factsheet					EN17	B 1.5
EN19	Emissions of ozone-depleting substances by weight.	Fully	15,343 kg CFC-11 equivalent					EN20	
EN20	NO _x , SO _x , and other significant air emissions by type and weight.	Fully	Environmental Indicators Table					EN21	B 1.1
EN21	Total water discharge by quality and destination.	Fully	Waste Management Factsheet Environmental Indicators Table Wastewater from our operations at Hong Kong International Airport, which includes our headquarter buildings, CPCS, and HAS, are directed to the Hong Kong Airport Authority's treatment plant prior to discharge.					EN22	
EN22	Total weight of waste by type and disposal method.	Fully	Environmental Indicators Table In terms of disposal of waste, aside from recyclable materials (ie paper, print cartridges, cans, etc.), office waste is managed by facility management and collected by municipal services. Scraps from food preparation at CPCS are sent to a farm in the New Territories. Cooking oil at CPCS is collected and made into bio-diesel.					EN23	B 1.3, B 1.4
EN23	Total number and volume of significant spills.	Fully	Waste Management Factsheet					EN24	
EN24	Weight of transported, imported, exported, or treated waste deemed hazardous under the terms of the Basel Convention Annex I, II, III, and VIII, and percentage of transported waste shipped internationally.	Not			Not applicable	We do not transport hazardous waste.		EN25	
EN25	Identity, size, protected status, and biodiversity value of water bodies and related habitats significantly affected by the reporting organization's discharges of water and runoff.	Not	Airport Authority Hong Kong monitors water quality around the airport, an area which does not have protected status.		Not applicable			EN26	

Products and services									
Performance Indicator	Description	Reported	Cross-reference/ Direct answer	If applicable, indicate the part not reported	Reason for omission	Explanation	To be reported in	G4 Core	HK Exchange ESG Guidelines (KPI)
EN26	Initiatives to mitigate environmental impacts of products and services, and extent of impact mitigation.	Fully	Climate Change Climate Change Factsheet Waste Management Waste Management Factsheet Sustainable Sourcing Sustainable Sourcing Factsheet					EN27	
EN27	Percentage of products sold and their packaging materials that are reclaimed by category.	Not			Not material	The majority of our revenue from our operations is based on our flying service and not a product per se with the exception of our aircraft when they are retired. Please refer to the Waste Management Factsheet for further details on how we recycle and/or reuse aircraft parts.		EN28	
Compliance									
Performance Indicator	Description	Reported	Cross-reference/ Direct answer	If applicable, indicate the part not reported	Reason for omission	Explanation	To be reported in	G4 Core	HK Exchange ESG Guidelines (KPI)
EN28	Monetary value of significant fines and total number of non-monetary sanctions for non-compliance with environmental laws and regulations.	Fully	We endorse ICAO's Balanced Approach to controlling noise around airports by: (1) reducing noise at source; (2) regulating land-use around airports; (3) adapting operational procedures; and (4) implementing operating restrictions. We have been working with the Hong Kong CAD for several years on noise mitigation. Cathay Pacific continues to invest in modernising our fleet, which will enable us to reduce noise pollution to the local community. The new aircraft can also utilise automatic Noise Abatement Departure Procedures (NADP) which optimise flight paths to reduce noise over densely populated areas. In 2013, we incurred 19 fines relating to noise standard infringements at FRA, JFK, LAX, and MAN airports and totalling USD250 in fines.					EN29	

Transport									
Performance Indicator	Description	Reported	Cross-reference/ Direct answer	If applicable, indicate the part not reported	Reason for omission	Explanation	To be reported in	G4 Core	HK Exchange ESG Guidelines (KPI)
EN29	Significant environmental impacts of transporting products and other goods and materials used for the organization's operations, and transporting members of the workforce.	Fully	Climate Change Environmental Indicators Table As part of our over-all environmental impacts. We offset emissions from business travel by our staff through our carbon offset scheme FLY greener .					EN30	
Overall									
Performance Indicator	Description	Reported	Cross-reference/ Direct answer	If applicable, indicate the part not reported	Reason for omission	Explanation	To be reported in	G4 Core	HK Exchange ESG Guidelines (KPI)
EN30	Total environmental protection expenditures and investments by type.	Not			Not applicable	Applicable indicator not reported as this is not relevant to our core business.		EN31	
Social: Labor Practices and Decent Work									
Employment									
Performance Indicator	Description	Reported	Cross-reference/ Direct answer	If applicable, indicate the part not reported	Reason for omission	Explanation	To be reported in	G4 Core	HK Exchange ESG Guidelines (KPI)
LA1	Total workforce by employment type, employment contract, and region, broken down by gender.	Fully	Social Indicators Table						A 1.1
LA2	Total number and rate of new employee hires and employee turnover by age group, gender, and region.	Fully	Social Indicators Table Our People					LA1	A 1.2
LA3	Benefits provided to full-time employees that are not provided to temporary or part-time employees, by major operations.	Not			Not material	We do not keep track of this information as the majority of our workforce are on permanent and full-time terms.		LA2	
LA15	Return to work and retention rates after parental leave, by gender.				Not available	We do not report on this as we have not been able to collate the relevant data, but we are working towards reporting this in the medium term.	2015		

Labor/management relations									
Performance Indicator	Description	Reported	Cross-reference/ Direct answer	If applicable, indicate the part not reported	Reason for omission	Explanation	To be reported in	G4 Core	HK Exchange ESG Guidelines (KPI)
LA4	Percentage of employees covered by collective bargaining agreements.	Fully	Social Indicators Table						
LA5	Minimum notice period(s) regarding significant operational changes, including whether it is specified in collective agreements.	Partially	The implementation of any significant operational changes is governed by the Employment Ordinance of Hong Kong. We will endeavour to provide notice of operational changes to our employees as soon as they occur. For example when voluntary unpaid leave was introduced in 2009 in Hong Kong, 1 month was provided to staff for consideration.	The specification of minimum notice period in collective agreements	Not available	We are collating this information for reporting in the medium term.	2017	LA4	
Occupational health and safety									
Performance Indicator	Description	Reported	Cross-reference/ Direct answer	If applicable, indicate the part not reported	Reason for omission	Explanation	To be reported in	G4 Core	HK Exchange ESG Guidelines (KPI)
LA6	Percentage of total workforce represented in formal joint management-worker health and safety committees that help monitor and advise on occupational health and safety programs.	Not			Not available	We do not report on this as we have not been able to collate the relevant data, but we will be able to report on this in the medium term.	2015	LA5	
LA7	Rates of injury, occupational diseases, lost days, and absenteeism, and number of work-related fatalities by region and by gender.	Partially	Social Indicators Table The Lost Time Injury Rate (LTIFR) is defined as occurrences of lost time due to fatality, permanent disability or time lost by (# of injuries resulting in lost time / total workforce hours) x 1,000,000.	Absenteeism and full system of rules for reporting statistics	Not available	We do not report on the absentee rate, but we work on reporting this in the medium term.	2015	LA6	A 2.1, A 2.2
LA8	Education, training, counseling, prevention, and risk-control programs in place to assist workforce members, their families, or community members regarding serious diseases.	Fully	Our People Our People Factsheet					LA7	A 2.3
LA9	Health and safety topics covered in formal agreements with trade unions.	Not			Not available	While this is discussed in voluntary consultative groups, we do not report on this as we have not been able to collate the relevant data, but we will be able to report on this in the medium term.	2015	LA8	

Training and education									
Performance Indicator	Description	Reported	Cross-reference/ Direct answer	If applicable, indicate the part not reported	Reason for omission	Explanation	To be reported in	G4 Core	HK Exchange ESG Guidelines (KPI)
LA10	Average hours of training per year per employee by gender, and by employee category.	Partially	Social Indicators Table	By gender	Not material	We do not keep track of this information as we believe that all staff must be provided with relevant training regardless of their gender. This is in line with our Non-Discrimination Policy.		LA9	A 3.1, A 3.2
LA11	Programs for skills management and lifelong learning that support the continued employability of employees and assist them in managing career endings.	Fully	Our People Our People Factsheet					LA10	
LA12	Percentage of employees receiving regular performance and career development reviews, by gender.	Not	Social Indicators Table	By gender	Not material	We do not keep track of this information as we believe that all staff must undergo regular performance review regardless of their gender. This is in line with our Non-Discrimination Policy.		LA11	
Diversity and equal opportunity									
Performance Indicator	Description	Reported	Cross-reference/ Direct answer	If applicable, indicate the part not reported	Reason for omission	Explanation	To be reported in	G4 Core	HK Exchange ESG Guidelines (KPI)
LA13	Composition of governance bodies and breakdown of employees per employee category according to gender, age group, minority group membership, and other indicators of diversity.	Fully	Social Indicators Table					LA12	
Equal remuneration for women and men									
Performance Indicator	Description	Reported	Cross-reference/ Direct answer	If applicable, indicate the part not reported	Reason for omission	Explanation	To be reported in	G4 Core	HK Exchange ESG Guidelines (KPI)
LA14	Ratio of basic salary and remuneration of women to men by employee category, by significant locations of operation.	Not			Not available	The salary for all employees is based on experience, job classification, job evaluation, employee pay system and performance related pay. It would be challenging to provide a breakdown into employee category. As a rule, salaries are not based on one's gender, consistent with our Non-Discrimination Policy and Compensation Management Policy.	2015	LA13	

Social: Human Rights									
Investment and procurement practices									
Performance Indicator	Description	Reported	Cross-reference/ Direct answer	If applicable, indicate the part not reported	Reason for omission	Explanation	To be reported in	G4 Core	HK Exchange ESG Guidelines (KPI)
HR1	Percentage and total number of significant investment agreements and contracts that include clauses incorporating human rights concerns, or that have undergone human rights screening.	Fully	Social Indicators Table					HR1	
HR2	Percentage of significant suppliers, contractors and other business partners that have undergone human rights screening, and actions taken.	Fully	Sustainable Sourcing Sustainable Sourcing Factsheet Social Indicators Table					HR10	
HR3	Total hours of employee training on policies and procedures concerning aspects of human rights that are relevant to operations, including the percentage of employees trained.	Not			Not applicable	This does not relate to our business because we are primarily a service-based company by nature. However our Supplier Code of Conduct outlines our expectations from our suppliers to our procurement team in this area.		HR2	
Non-discrimination									
Performance Indicator	Description	Reported	Cross-reference/ Direct answer	If applicable, indicate the part not reported	Reason for omission	Explanation	To be reported in	G4 Core	HK Exchange ESG Guidelines (KPI)
HR4	Total number of incidents of discrimination and corrective actions taken.	Fully	Social Indicators Table					HR3	
Freedom of association and collective bargaining									
Performance Indicator	Description	Reported	Cross-reference/ Direct answer	If applicable, indicate the part not reported	Reason for omission	Explanation	To be reported in	G4 Core	HK Exchange ESG Guidelines (KPI)
HR5	Operations and significant suppliers identified in which the right to exercise freedom of association and collective bargaining may be violated or at significant risk, and actions taken to support these rights.	Fully	Sustainability Governance Factsheet Sustainable Sourcing Sustainable Sourcing Factsheet We have identified our suppliers as an area where significant risk related to the freedom of association and collective bargaining exists. Our Supplier Code of Conduct covers freedom of association and collective bargaining. The Code of Conduct is included in our supplier risk assessments, evaluations and capability building. The survey results show how many firms are compliant with our Supplier Code of Conduct, how many are not currently but will within 3/6/9 months.					HR4	

Child labor									
Performance Indicator	Description	Reported	Cross-reference/ Direct answer	If applicable, indicate the part not reported	Reason for omission	Explanation	To be reported in	G4 Core	HK Exchange ESG Guidelines (KPI)
HR6	Operations and significant suppliers identified as having significant risk for incidents of child labor, and measures taken to contribute to the effective abolition of child labor.	Fully	Sustainability Governance Factsheet Sustainable Sourcing Sustainable Sourcing Factsheet We have identified our suppliers as an area where significant risk related to the freedom of association and collective bargaining exists. Our Supplier Code of Conduct covers freedom of association and collective bargaining. The Code of Conduct is included in our supplier risk assessments, evaluations and capability building. The survey results show how many firms are compliant with our Supplier Code of Conduct, how many are not currently but will within 3/6/9 months.					HR5	A 4.1, A 4.2
Prevention of forced and compulsory labor									
Performance Indicator	Description	Reported	Cross-reference/ Direct answer	If applicable, indicate the part not reported	Reason for omission	Explanation	To be reported in	G4 Core	HK Exchange ESG Guidelines (KPI)
HR7	Operations and significant suppliers identified as having significant risk for incidents of forced or compulsory labor, and measures to contribute to the elimination of all forms of forced or compulsory labor.	Fully	Sustainability Governance Factsheet Sustainable Sourcing Sustainable Sourcing Factsheet We have identified our suppliers as an area where significant risk related to the freedom of association and collective bargaining exists. Our Supplier Code of Conduct covers freedom of association and collective bargaining. The Code of Conduct is included in our supplier risk assessments, evaluations and capability building. The survey results show how many firms are compliant with our Supplier Code of Conduct, how many are not currently but will within 3/6/9 months.					HR6	A 4.1, A 4.2
Security practices									
Performance Indicator	Description	Reported	Cross-reference/ Direct answer	If applicable, indicate the part not reported	Reason for omission	Explanation	To be reported in	G4 Core	HK Exchange ESG Guidelines (KPI)
HR8	Percentage of security personnel trained in the organization's policies or procedures concerning aspects of human rights that are relevant to operations.	Not			Not applicable	We do not report on this issue as the disclosure does not relate to our business because we do not employ our own security forces. Security personnel do exist at airports where we operate to. However these are under contract with the relevant airport authorities overseeing the airport.		HR7	

Indigenous rights									
Performance Indicator	Description	Reported	Cross-reference/ Direct answer	If applicable, indicate the part not reported	Reason for omission	Explanation	To be reported in	G4 Core	HK Exchange ESG Guidelines (KPI)
HR9	Total number of incidents of violations involving rights of indigenous people and actions taken.	Not			Not applicable	We do not report on this issue as the disclosure does not relate to our business because we do not employ our own security forces. Security personnel do exist at airports where we operate to. However these are under contract with the relevant airport authorities overseeing the airport.		HR8	
Assessment									
Performance Indicator	Description	Reported	Cross-reference/ Direct answer	If applicable, indicate the part not reported	Reason for omission	Explanation	To be reported in	G4 Core	HK Exchange ESG Guidelines (KPI)
HR10	Percentage and total number of operations that have been subject to human rights reviews and/or impact assessments.	Not			Not material	Majority of our operations and staff emanate from Hong Kong, which has laws and regulations that are consistent with international human rights charters. We ensure that we meet these regulations. For locations that have a higher risk for human rights violations/impacts, we ensure that we meet our Corporate Code of Conduct and its supporting policies as best we can, while complying with the local regulations and laws, as well as the local culture.			
Remediation									
Performance Indicator	Description	Reported	Cross-reference/ Direct answer	If applicable, indicate the part not reported	Reason for omission	Explanation	To be reported in	G4 Core	HK Exchange ESG Guidelines (KPI)
HR11	Number of grievances related to human rights filed, addressed and resolved through formal grievance mechanisms.	Not			Not available	We are working on collating robust and auditable data for this particular indicator.	2015		

Social: Society									
Local communities									
Performance Indicator	Description	Reported	Cross-reference/ Direct answer	If applicable, indicate the part not reported	Reason for omission	Explanation	To be reported in	G4 Core	HK Exchange ESG Guidelines (KPI)
SO1	Percentage of operations with implemented local community engagement, impact assessments, and development programs.	Not			Not available	We are working on collating robust and auditable data for this particular indicator.	2015		
SO9	Operations with significant potential or actual negative impacts on local communities.	Fully	Biodiversity Factsheet Climate Change Factsheet Community Investment Factsheet Sustainable Sourcing Factsheet Waste Management Factsheet						
SO10	Prevention and mitigation measures implemented in operations with significant potential or actual negative impacts on local communities.	Fully	Biodiversity Factsheet Climate Change Factsheet Community Investment Factsheet Sustainable Sourcing Factsheet Waste Management Factsheet						
Corruption									
Performance Indicator	Description	Reported	Cross-reference/ Direct answer	If applicable, indicate the part not reported	Reason for omission	Explanation	To be reported in	G4 Core	HK Exchange ESG Guidelines (KPI)
SO2	Percentage and total number of business units analyzed for risks related to corruption.	Fully	A risk assessment for all Hong Kong-based departments, outposts and subsidiaries was conducted in 2013.					SO3	
SO3	Percentage of employees trained in organization's anti-corruption policies and procedures.	Fully	0% In 2013, we rolled out the Anti-bribery Policy and associated anti-bribery guidelines. We are developing anti-bribery training programs and target to launch in the second half of 2014.					SO4	C 3.2
SO4	Actions taken in response to incidents of corruption.	Fully	Social Indicators Table					SO5	C 3.1

Public policy									
Performance Indicator	Description	Reported	Cross-reference/ Direct answer	If applicable, indicate the part not reported	Reason for omission	Explanation	To be reported in	G4 Core	HK Exchange ESG Guidelines (KPI)
SO5	Public policy positions and participation in public policy development and lobbying.	Fully	Sustainability Governance Factsheet Climate Change Climate Change Factsheet						
SO6	Total value of financial and in-kind contributions to political parties, politicians, and related institutions by country.	Not			Not applicable	As a matter of policy, we do not provide political contributions.		SO6	
Anti-competitive behavior									
Performance Indicator	Description	Reported	Cross-reference/ Direct answer	If applicable, indicate the part not reported	Reason for omission	Explanation	To be reported in	G4 Core	HK Exchange ESG Guidelines (KPI)
SO7	Total number of legal actions for anti-competitive behavior, anti-trust, and monopoly practices and their outcomes.	Fully	Social Indicators Table Annual Report p.82-83					SO7	
Compliance									
Performance Indicator	Description	Reported	Cross-reference/ Direct answer	If applicable, indicate the part not reported	Reason for omission	Explanation	To be reported in	G4 Core	HK Exchange ESG Guidelines (KPI)
SO8	Monetary value of significant fines and total number of non-monetary sanctions for non-compliance with laws and regulations.	Fully	Social Indicators Table Annual Report p.82-83					SO8	

Social: Product Responsibility									
Customer health and safety									
Performance Indicator	Description	Reported	Cross-reference/ Direct answer	If applicable, indicate the part not reported	Reason for omission	Explanation	To be reported in	G4 Core	HK Exchange ESG Guidelines (KPI)
PR1	Life cycle stages in which health and safety impacts of products and services are assessed for improvement, and percentage of significant products and services categories subject to such procedures.	Fully	Safety Safety Factsheet Sustainable Sourcing Sustainable Sourcing Factsheet					PR1	
PR2	Total number of incidents of non-compliance with regulations and voluntary codes concerning health and safety impacts of products and services during their life cycle, by type of outcomes.	Fully	Social Indicators Table					PR2	
Product and service labelling									
Performance Indicator	Description	Reported	Cross-reference/ Direct answer	If applicable, indicate the part not reported	Reason for omission	Explanation	To be reported in	G4 Core	HK Exchange ESG Guidelines (KPI)
PR3	Type of product and service information required by procedures, and percentage of significant products and services subject to such information requirements.	Not			Not available	We do not report fully on this yet (commitment to future reporting in 5 years) given the wide array of products we offer onboard from food/ beverages to amenity kits and blankets. However we have started offering MSC-certified seafood on selected flights and this is highlighted in the menus of applicable flights and FSC logos on sustainably sourced paper on marketing materials.	2015	PR3	
PR4	Total number of incidents of non-compliance with regulations and voluntary codes concerning product and service information and labelling, by type of outcomes.	Fully	Social Indicators Table					PR4	
PR5	Practices related to customer satisfaction, including results of surveys measuring customer satisfaction.	Not			Proprietary information	We are still working on understanding how best we can present this information without divulging proprietary and commercially-sensitive information.		PR5	C 2.2

Marketing communications									
Performance Indicator	Description	Reported	Cross-reference/ Direct answer	If applicable, indicate the part not reported	Reason for omission	Explanation	To be reported in	G4 Core	HK Exchange ESG Guidelines (KPI)
PR6	Programs for adherence to laws, standards, and voluntary codes related to marketing communications, including advertising, promotion, and sponsorship.	Fully	Sustainability Governance Factsheet Corporate Code of Conduct As a matter of policy, our Marketing team is guided by the relevant laws, standards and regulations related to marketing communications.					PR6	
PR7	Total number of incidents of non-compliance with regulations and voluntary codes concerning marketing communications, including advertising, promotion, and sponsorship by type of outcomes.	Fully	Social Indicators Table					PR7	
Customer privacy									
Performance Indicator	Description	Reported	Cross-reference/ Direct answer	If applicable, indicate the part not reported	Reason for omission	Explanation	To be reported in	G4 Core	HK Exchange ESG Guidelines (KPI)
PR8	Total number of substantiated complaints regarding breaches of customer privacy and losses of customer data.	Not			Not available	We are working on collating robust and auditable data for this particular indicator.	2015	PR8	C 2.5
Compliance									
Performance Indicator	Description	Reported	Cross-reference/ Direct answer	If applicable, indicate the part not reported	Reason for omission	Explanation	To be reported in	G4 Core	HK Exchange ESG Guidelines (KPI)
PR9	Monetary value of significant fines for non-compliance with laws and regulations concerning the provision and use of products and services.	Fully	Social Indicators Table					PR9	