



30 March 2010

The Honorable Donald Tsang Yam-kuen, GBM
Chief Executive
Office of the Chief Executive
5/F Central Government Offices
Main Wing, Lower Albert Road
Hong Kong

Dear Mr Tsang

TOTAL CARING AWARD FOR CATHAY PACIFIC AIRWAYS

We write to object to the "Total Caring Award" given to Cathay Pacific in recognition of commitment to corporate social responsibility. Central to the citation for this award is:

"continual and sustainable total commitment in caring for the well-being of employees"

This is also the third time that Cathay Pacific has received the "Five Year Plus" Caring Company Logo.

At no time were any of the Unions or Associations which represent the Cathay Pacific Aircrew consulted about the Company's commitment to its employees. Had we been consulted we would have reminded the award committee that during this time, the Company's senior management defamed their unlawfully terminated employees, were forced to reinstate benefits to other employees who were unlawfully denied them, and have been ruled against on numerous other breaches of employee contracts.

We would also have pointed out to the award committee that the "I Can Fly" program mentioned in the citation is no longer supported by Chinese pilots because of the discrimination that they feel they are suffering at the hands of Cathay Pacific. In the past the vast majority of pilot volunteers were Hong Kong Chinese.

No doubt the public will have noticed that on the day of the award, Cathay Pacific Flight Attendants rallied in front of Cathay Pacific headquarters, protesting at changes the Company attempted to impose without consultation.

For your information, we believe that Cathay Pacific discriminates against employees based on:



- Age,
- Race, and
- Sexual Orientation

This contravenes clearly stated Company policy. Rather than simply reading this policy we would suggest that the award committee verifies that the Company actually adheres to its own policy.

Finally, we have been informed that 22 pilots and their families will be ejected from a base in Amsterdam so that Cathay Pacific can, very precisely, avoid commitments to its employees.

We object most strongly to the award of this prize to Cathay Pacific.

President DPA

Chairman FAU

President HKAOA

Chairman KAFAA

c.c. Mr Christopher Pratt – Chairman, Cathay Pacific Airways Ltd
Mr Henry Tang Ying-yen, GBM, GBS, JP - Chief Secretary for Administration