

NEW WORLD DEVELOPMENT COMPANY LIMITED – HUMAN RIGHTS POLICY

New World Development Company Limited (the “Company”) respects each individual as an artisan and values his/her involvement in our business operations and the local communities. The Company is committed to treating our stakeholders with dignity, fairness and respect. With our [Group Sustainability Policy](#) and the [Employee Handbook](#) as bases, the **Human Rights Policy** of the Company references the principles embodied in the Universal Declaration of Human Rights, the United Nations Guiding Principles of Business and Human Rights and the United Nations Sustainable Development Goals. The [Supplier Code of Conduct](#) applies to our corporate supply chain partners such as suppliers, contractors, subcontractors, vendors and service providers and is aligned with the guidance of this Policy.

Equal Opportunity, Diversity and Inclusion

The Company is committed to maintaining an equitable and supportive workplace free of discrimination, harassment, intimidation or violence on the bases of race, color, nationality, religion, gender, age, marital status, disability, medical condition, political affiliation or any other characteristics protected by law. Employees are expected to treat each other with respect and courtesy. As an equal opportunity employer who inspires employees to stay and grow within the Group, the Company ensures meritocratic employee recruitment, training, compensation and promotion processes per compliance with the Equal Opportunities Ordinance of HKSAR.

Work Hours, Remuneration and Benefits

The Company operates in full compliance with statutory requirements on work hours, holidays, remuneration and benefits per the Employment Ordinance of HKSAR.

Safe and Healthy Workplace

The Company provides a safe and healthy work environment to our employees. We comply with the Occupational Safety and Health Ordinance of HKSAR, other regulations and internal requirements. We strive to improve our operational practices to reduce the risks of occupational accidents and injuries. We actively engage our employees and supply chain partners to provide training and reporting mechanisms regarding workplace health and safety.

Illegal Labour and Human Trafficking

The Company forbids employment of all forms of illegal and forced labour, including child labour, illegal immigrants, prison labour and indentured labour and any form of human trafficking in our own operations and contracted business activities along our supply chain.

Freedom of Association and Collective Bargaining

We respect each employee’s right to decide to form, join or not join associations and/or labour unions with no reprimand. In cases where employees are represented by associations and/or labour unions, the Company is committed to bargaining in good faith with their representatives.

Community and Stakeholder Engagement

The Company aims to enhance the quality of life for the communities in which we operate. Where appropriate, human rights concerns will be discussed with relevant stakeholders. We are committed to supporting the under-resourced groups in fulfilling their civil rights and achieving upward social mobility through community programmes, volunteering and a frequent dialogue with social groups.

Guidance for Employees and Performance Disclosure

In case of experiencing violation or inappropriate treatment within the Company or by business partners, employees must report the incident to the respective Department Head or Human Resources Department or Management, who will share such information in confidence with the General Manager - Group Internal Audit for further investigation where appropriate. The reporting employees shall not face any coercion, discrimination or retaliation. The [Group Whistleblowing Policy](#) contains further details on the reporting and investigation processes as well as the rights and responsibilities of the whistleblower. The Company will communicate its human rights performance as part of its “environmental, social and governance” (ESG) disclosure in the Annual Report and the Sustainability Report.

Monitoring and Review

The Company would monitor its human rights impacts arising from business activities and the relationship with supply chain partners and other stakeholders. This policy shall be reviewed and updated as required in line with any revisions to existing processes or procedures and in consideration of relevant international principles to ensure its effectiveness and relevance.