

Kerry Properties Limited

Human Rights Policy

Ensuring peace, dignity and equality is key to building thriving communities. Businesses thrive in peaceful and just societies. It is therefore critical to protect and support human rights of every individual as recognised in national and international laws and conventions.

Kerry Properties Limited (“Kerry Properties” or “KPL”, which together with its subsidiaries referred to as the “Group”, “Company” or “we”) is a world-class property company with significant investments in mainland China and Hong Kong. The Group recognises that its operations may have potential impact on local communities and their human rights and may affect our license to operate. Therefore, the Group is committed to safeguarding human rights. Respect for human rights is an integral part of the Group’s sustainability policy.

Policy Commitments

Kerry Properties is committed to the upholding of human rights in our own activities and business relationships in accordance with national laws and international norms including the International Labour Organization’s Declaration on Fundamental Principles and Rights at Work, the Universal Declaration of Human Rights, the UN Guiding Principles of Business and Human Rights and the UN Sustainable Development Goals.

Workplace Policies

- **Non-discrimination:** Prohibit any discrimination based on gender, age, nationality, race or ethnicity, religion, disability, and sexual orientation in hiring, compensation, promotion or training at our workplace.
- **Child Rights:** Respect and support child rights as described in the Children’s Rights and Business Principles. Prohibit child labour in our operations as consistent with the relevant International Labour Organization (ILO) Standards and national laws.
- **Forced or Compulsory Labour:** Prohibit forced or compulsory labour throughout our operations and any forms of engagement in human trafficking.
- **Freedom of Association and Collective Bargaining:** Respect our employees’ right to form or join labour unions in accordance with national laws.
- **Diversity and Inclusion:** Promote gender equality, diversity and inclusion, and prohibit discrimination, harassment, or bullying of any kind in our workplace.
- **Health and Safety:** Provide a safe and healthy work environment for all employees and contractors at our workplace in accordance with occupational health and safety laws and international standards.
- **Equal Remuneration:** Uphold the principle of providing equitable compensation that considers not only the position and individual’s experience but also recognizes the equal value of work performed by both male and female employees.

Human Rights Due Diligence

We are committed to ongoing assessments of our projects’ impact on human rights, both positive and negative, and take mitigating measures to avoid and prevent human rights risks.

Engaging Supply Chains

Our supply chains are encouraged to adhere to and uphold this Policy. Our Sustainable Procurement Guidelines requires contractors and suppliers to comply with our “Vendor Code of Conduct” that includes labour and human rights standards and to prohibit child labour, forced labour, discrimination, abuse and harassment in our supply chain.

Community Investment

We are committed to making a positive contribution to the development of the communities where we operate in. We assess the needs of local communities to identify focus areas for our intervention and contribute through charitable donations, investments and employee volunteering. We are also committed to hiring and sourcing from local communities where possible.

Stakeholder Engagement

We are committed to engaging with stakeholders such as governments and regulators, industry associations, NGOs, suppliers, contractors and employees to identify human rights issues relevant to our business operations and strive to take mitigating measures.

Whistleblowing Mechanism

We are committed to maintaining whistleblowing mechanisms for our internal and external stakeholders to confidentially, safely, and anonymously raise concerns about possible improprieties in our operations and supply chain. Each whistleblowing report will be investigated and corrective actions will be taken, if appropriate and necessary.

Reporting

We are committed to monitoring and disclosing our human rights performance including our ongoing programmes and initiatives in our annual sustainability reports.

Responsibilities

This policy has been reviewed by the Sustainability Steering Committee (the “Committee”) whose Chairman is the member of the Board, and approved by the Board. The Committee will review and update this policy periodically. The Board is responsible for the oversight over the Group’s human rights policy and performance, and management and divisional heads are responsible for its implementation. The HR department is responsible for conducting periodic training for relevant employees to ensure the human rights policy is integrated in business operations.