



Health and Safety Policy

Sun Hung Kai Properties Limited (“SHKP”) is committed to providing a safe and healthy environment for all its stakeholders, including employees, customers, tenants and anyone else who might be affected by its operations. This Policy serves as a basis to ensure the effective management and mitigation of occupational health and safety risks across the business operations.

This Policy is applicable to SHKP and its subsidiaries (collectively: the Group). Business units of the Group are expected to abide by this Policy. Where applicable, they will establish, review and update their own policy in accordance with their business nature. The Group’s associated and joint venture companies, supply chain partners (including suppliers, contractors and subcontractors) and other service providers are encouraged to comply with this Policy. This Policy is also addressed in the Code of Conduct and the Supplier Code of Conduct. This Policy covers the following areas:

Legal Compliance and Commitment

- The health and safety procedures and practices are set out to comply strictly with all applicable legal requirements in the respective jurisdictions of our operations, including the Employment Ordinance, the Occupational Safety and Health Ordinance, and the Factories and Industrial Undertakings (Safety Management) Regulation of the HKSAR.
- Business units with higher health and safety risks must refer to relevant industrial standards and guidelines, if appropriate.

Governance

- The Board of Directors, through the Executive Committee, directs the Group-wide sustainability strategy and development relating to occupational health and safety, endorses the implementation of relevant policies and oversees its health and safety performance.
- The Sustainability Steering Committee, with the Occupational Health and Safety Committees, oversee the health and safety risks, performance, targets and initiatives of all business activities within the Group.
- The Group Head of Internal Affairs manages all human resources issues within the Group.
- There should be dedicated safety managers for selected business units of a certain scale, who are responsible for all work safety matters.
- For the other smaller set-ups, the duties of health and safety are taken up by designated persons, who are responsible for the implementation of their own safety practices, making particular reference to the nature of their industry and the respective safety laws and regulations.

Approach

- Comply with the standard legal and industry requirements under which we operate.
- Maintain a safe and healthy environment on our construction sites, in our workplaces and premises.
- Prioritise health and safety risks, formulate action plans and implement measures to manage health and safety issues.
- Establish quantitative health and safety targets for all sites managed by the Group to improve

occupational health and safety performance metrics.

- Adopt health and safety management systems and commit to continuously improving the performance of the system. Obtain independent external verification of health, safety and well-being as and when required.
- Carry out internal and external safety inspections, assessments and audits on a regular basis.
- Monitor and review health and safety precautions required by laws and regulations on a regular basis.
- Provide health and safety guidelines and training, as well as appropriate protective equipment for employees, contractors and anyone else who might be affected by high risk operations.
- Formulate safety guidelines to respond to emergency situations at construction sites.
- Carry out accident investigations and risk assessment to identify, mitigate and reduce existing and potential risks.
- Evaluate contractors' health and safety performance and conduct risks assessment at least annually.
- Contractors' health and safety standards and reporting are the same as those for permanent employees, and they are enforced through auditing.
- Provide adequate and appropriate resources to implement this Policy.
- Encourage reports on health and safety risks and accidents without any fear of reprisals.
- Enforce the implementation of this Policy with regular internal or external review or audit.

Communication

- Ensure that all employees understand this Policy and that it is enforced throughout the Group's operations.
- Managerial staff, contractors and related parties are responsible for ensuring that their subordinates understand the hazards in operations they are involved.
- Consult employees and contractors to continually improve this Policy.
- Provide the necessary procedures, training, supervision and environment so that all employees have the highest attainable level of health and safety at work.

Monitoring and Reporting

- Assess and report on health and safety work on an annual basis.
- Conduct periodical report updates on occupational health and safety to the senior executives.
- Closely monitor health and safety performance by tracking quantitative health and safety metrics to meet quantitative safety targets. Those that fall short are required to submit action plans to improve performance.
- This Policy is reviewed by the Group Head of Internal Affairs, Sustainability Steering Committee, and Occupational Health and Safety Committees periodically for adequacy and effectiveness, as appropriate.
- Any complaints or alleged cases relating to occupational health and safety will be dealt in accordance with the grievance procedures set out by the Group, or through the normal communication channels, including the Whistleblowing Policy and suggestion box.
- In light of the occurrence of accidents, the Group will provide financial support where applicable and enforce corrective plans to remediate and avoid similar incidents recur.

If there is any inconsistency or ambiguity between the English version and the Chinese version, the English version shall prevail.