

**Hysan Development Company Limited**  
**Human Rights Policy**  
(Last reviewed in November 2024)

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**1. Purpose**

- 1.1 Respect for human rights is fundamental to Hysan’s sustainability and business operations.
- 1.2 Hysan respects internationally recognized human rights principles. This Policy is guided by the principles in the - United Nations Guiding Principles on Business and Human Rights, United Nations Global Compact (UNGC), International Bill of Human Rights and International Labour Organization’s (ILO) Declaration on Fundamental Principles and Rights at Work.
- 1.3 Hysan complies with national and local laws where they conflict with human rights standards, but we do our best endeavours to respect the same.

**2. Scope**

- 2.1 This policy applies to Hysan and its subsidiaries. Associated and joint venture companies are encouraged to comply.

**3. Community and Stakeholder Engagement**

- 3.1 Hysan recognises the importance of engaging with its stakeholders and the communities in which it operates.
- 3.2 The Company regularly engages, through various channels, with its stakeholders, and stakeholders of the communities in which it operates. Please refer to our Shareholders Communication Policy [Here](#).

**4. Inclusivity and Diversity**

- 4.1 Hysan is committed to a fair, inclusive, diverse and supportive workplace.
- 4.2 The Company does not tolerate bias, discrimination and harassment on any matter, including but not limited to gender, age, ethnicity, religion, sexuality, disability.
- 4.3 The Company recruits and develops people with suitable qualifications, experience, skills, potential and performance.
- 4.4 Hysan recognises that a diverse mix of backgrounds, skills and experiences provides the company with a sustained competitive advantage.

## **5. Labour Practices**

- 5.1 All employment with Hysan is voluntary.
- 5.2 The Company does not engage in any form of forced labour, including, prison labour, indentured labour, bonded labour, military labour and any form of human trafficking. We do not tolerate physical punishment, threats of violence or other forms of physical, sexual, psychological or verbal abuse as a means of enforcing discipline or control in the workplace.
- 5.3 Hysan prohibits the use of child labour in our business and of our suppliers.
- 5.4 The Company strictly adheres to the relevant labour laws in which our businesses operate in.
- 5.5 The Company operates in full compliance with applicable laws regarding minimum wages, overtime hours as such with local requirements.

## **6. Employees**

- 6.1 Hysan treats its staff with fairness and respect, and we observe the right of association, and ensure and respect our employees enjoy the freedom to form, join or not to join trade unions in form or not join labour unions in accordance with local law without fear of reprisal, intimidation or harassment.
- 6.2 The Company does not tolerate discrimination, harassment, violence, intimidation, threats or other breaches of applicable employment law.
- 6.3 We comply with applicable laws and regulations relating to freedom of association.

## **7. Health and Safety**

- 7.1 Hysan is committed to offer its employees safe and healthful working conditions, to maintaining a productive workplace.
- 7.2 The Company offers programs and trainings on a regular basis to train relevant staff with required safety knowledge for their roles.
- 7.3 The Company takes measures to maintain a clean and hygienic workplace. Details of our Code of Ethics [Here](#).

## **8. Reporting and Communication**

- 8.1 Hysan is committed to maintaining a high standard of integrity, openness, probity and accountability.
- 8.2 Employees and related third parties who deal with Hysan are encouraged to raise concerns, in confidence, about misconduct, malpractice or irregularities in any matters related to the Group. Details on the Whistleblowing Policy [Here](#).

## 9. Review of this Policy

The Company will review this Policy on a regular basis to ensure its effectiveness.

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### **Definitions:**

“**Company**” or “**Hysan**” shall mean Hysan Development Company Limited.

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