

# HEALTH AND SAFETY POLICY

## 1. INTRODUCTION

Hang Lung Group Limited and Hang Lung Properties Limited (collectively, “the Group”) is committed to providing a safe and healthy environment for our employees, customers, tenants, contractors’ staff and visitors. The Health and Safety Policy (“this Policy”) outlines our approaches to upholding and improving of our health and safety management throughout our workplaces, properties and construction sites.

The Group is committed to continual improvement of our health and safety culture, management and performance by:

## 2. APPROACHES

### 2.1 General Health and Safety

- Complying with all applicable laws and regulations in the relevant jurisdictions;
- Meeting or exceeding industry-specific standards and regulations and referencing best practices on health and safety in design, construction, building operations, procurement and other business activities;
- Taking a proactive approach to identifying, eliminating, prioritizing and mitigating health and safety risks;
- Providing relevant safety guidelines and training to our employees and contractors;
- Conducting crisis drills regularly to enhance the preparedness of our stakeholders for potential crises;
- Engaging employees, tenants and contractors through sharing information, delivering programs to improve their health and wellbeing, and soliciting feedback through various means to support continual improvement;
- Being transparent in reporting and investigating health and safety incidents;
- Assessing the health and safety performance of our premises, contractors and suppliers regularly through audits and inspections;
- Monitoring and reporting our health and safety performance;
- Providing adequate and appropriate resources to implement this Policy and support safe work practices and processes;
- Striving to maintain a Lost Time Injury Rate of 1.5 or below for employees;
- Striving to maintain zero work-related fatalities for employees and contractors;
- Establishing, monitoring, and reporting against quantitative health and safety targets to track our progress; and
- Requiring each colleague in the Group to take responsibility to protect his/her own health and safety as well as the health and safety of other employees and stakeholders.

## 2.2 Health and Safety in Construction

In addition to the **General Health and Safety** practices, the Group is committed to enhancing health and safety in construction sites by:

- Maintaining, reviewing at least once a year, and updating as warranted, construction safety principles and instructions in our Project Management Manual;
- Providing specific health and safety training and equipment for our employees and contractors tailored to their roles to mitigate potential risks of work-related accidents;
- Monitoring on-site safety practices and performance throughout the project development cycle and providing safety monitoring reports on a regular basis; and
- Enhancing specific work-related training in the event of any accidents or near misses and sharing lessons learned with employees and contractors after any accident occurs (on an ad hoc basis), and no less frequently than once a year (in any case).

## 2.3 Health and Safety in Operations

In addition to the **General Health and Safety** practices, the Group is committed to enhancing health and safety in operations by:

- Maintaining an Occupational Health & Safety Policy and a Property Management Services Health and Safety Policy under the Property Management Services Health and Safety Manual, and a complete set of work safety guidelines and procedures for operational employees to advance our safety-first culture in our operations;
- Communicating with and educating all employees on operational health and safety issues and providing all employees with appropriate job skills and safety training;
- Monitoring and conducting regular reviews of safety management systems, including and not limited to fire precautionary measures;
- Working with our tenants and contractors to collaborate with the Group in enhancing safety measures and minimizing risks in daily operations; and
- Obtaining local or international health and wellness certifications for our properties in mainland China and strengthening the safety practices for Hong Kong portfolios.

## 3. HEALTH AND SAFETY SUBCOMMITTEE

A Health and Safety Subcommittee (HSS) has been established under the authority of our Sustainability Steering Committee (SSC) pursuant to this Policy to advance the Group health and safety agenda and to exchange best practices and lessons learned across all aspects of our business. The HSS meets at least twice a year and is comprised of representatives from our Human Resources, Property Management Services, Cost & Controls, Project Management, Internal Audit and Sustainability Departments. Employees are encouraged to share ideas, safety concerns and observations and other issues with members of the HSS, and the HSS in turn makes recommendations to the SSC, top management, and/or specific departments as appropriate to support continual improvement of the Group's health and safety.

#### **4. REVIEW**

This Policy shall be reviewed from time to time, with consideration given to changes in legislation, business context and the evolution of best practices of health and safety. Any changes or updates to this Policy shall be endorsed by the Sustainability Steering Committee of the Group.

#### **5. ENQUIRIES**

We welcome your feedback on our Health and Safety Policy. Please share your views with us at [Sustainability@HangLung.com](mailto:Sustainability@HangLung.com).

**This policy was adopted by the Sustainability Steering Committee in July 2022.**