



Human Rights Policy

June 2022

Jardine Matheson Human Rights Policy

Jardine Matheson and our businesses (collectively “the Group”) are committed to conducting business in an ethical and responsible manner across our operations. As such we strive to ensure that all persons employed directly or indirectly by the Group have their human rights respected in line with internationally recognised principles.

The Group supports international principles aimed at protecting and promoting human rights as outlined by the United Nations’ Universal Declaration on Human Rights, the International Bill of Human Rights, and the International Labour Organisation’s Declaration on Fundamental Principles and Rights at Work. Where applicable local and national laws and international human rights standards differ, we seek to adhere to the higher standard. Where conflict arises, we will operate in compliance with applicable local and national laws while still seeking to respect international human rights insofar as possible. The Group’s human rights-related commitments are complemented by our Code of Conduct, our Diversity and Inclusion Policy, and our Health and Safety Policy.

This policy applies to everyone working for the Group anywhere in the world. Group businesses are encouraged to apply the principles set out in this policy, and where applicable, establish their own policies to reflect industry specific best practices. The Group’s associated companies and joint venture partners may adopt the Policy or incorporate its principles into their own policies where appropriate.

Our policy is comprised of the following principles:

Diversity and Inclusion

- Strive to maintain a fair, diverse, inclusive and supportive workplace for all people working with the Group regardless of age, gender, sexual orientation, disability, ethnicity, background or religion;
- Any form of bullying, intimidation, discrimination or harassment is strictly not tolerated;
- Recruitment, promotion, retention and development decisions are based on experience, skill, qualifications and achievement; and
- Continue to identify and work towards eliminating discriminatory bias throughout the Group.

(Refer to the Diversity and Inclusion Policy for details)

Labour Practices

- Employment with the Group is on a voluntary basis and respects the dignity of the individual;
- Comply with all applicable labour laws including those related to a minimum age for employment;
- Forced, child and trafficked labour are prohibited within our operations and across our supply chains; and
- Any form of physical punishment, threats of violence and other forms of physical, psychological, sexual or verbal abuse to enforce discipline and control in the workplace are strictly not tolerated.

Health and Safety

- Strive to maintain a safe and secure working environment at our business operations for all employees, customers, suppliers, contractors and other stakeholders; and
- Seek opportunities for continual improvement of our high safety standards throughout our operations to ensure that preventable incidences are minimised and to pursue our total commitment to zero harm.

(Refer to the Health and Safety Policy for details)

Employment

- Comply with all applicable laws relating to working conditions including minimum wages and working hours, and permit flexible working hours, where appropriate; and
- Observe the freedom of association and collective bargaining in accordance with applicable laws and regulations. We respect our employee’s right to form, join or not join labour unions without fear of reprisal, intimidation or harassment. Where employees are represented by a legally recognised union we are committed to bargaining in good faith with their representatives.

Suppliers and contractors

- Suppliers and contractors are encouraged to adhere to the principles in this policy; and
- Third parties who represent the Group, the Group’s associated companies and joint venture companies, must adhere to the principles in this policy.

In accordance with our Code of Conduct, employees are encouraged to raise any concerns about misconduct, malpractice or irregularities in any matters related to the Group.

(Refer to the Code of Conduct for details)

This policy shall be reviewed by Executive Management periodically and updated as required.