



Sustainability Policy

June 2022

Jardine Matheson Sustainability Policy

Jardine Matheson and our businesses (collectively “the Group”) view sustainability as essential to achieving sustainable growth and creating long-term value for the business and society. We aim to leverage the scale of the Group to contribute positively to all the communities we serve. Conscious of the impacts associated with the Group’s operations and activities, we are committed to leading climate action, shaping social inclusion and driving responsible consumption across the Group and in the community.

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.

The Group strives for sustainability through the following principles:

- Comply with or exceed statutory requirements in relation to sustainability issues including but not limited to discrimination, corruption and bribery, conflicts of interest, data privacy and cybersecurity, anti-competition practices, anti-money laundering, environment, human rights, health and safety and whistleblowing;
- Ensure that all persons employed directly or indirectly by our Group companies have their human rights respected in line with internationally recognised principles;
- Build a diversified and inclusive workplace where everyone is treated fairly with dignity, where people are able to bring their whole selves to work and where they feel they belong;
- Maintain a safe and secure working environment for all employees, customers, contractors, visitors, and other stakeholders during their association with the Group;
- Provide equitable learning and development opportunities to upskill our employees, ensure their physical and mental wellbeing, encourage and support them to develop their full potential;
- Promote environmental protection, and resource and energy efficiency and raise the environmental awareness of our stakeholders;
- Build resilience to climate change through the ongoing identification and management of climate change risks and opportunities, and reducing our greenhouse gas emissions;
- Support the transition towards a circular economy by reducing and managing our waste streams, changing the way we produce products and source materials, as well as looking for circularity opportunities across our businesses and value chains;
- Promote social inclusion and equal access to health, education opportunities and opportunities to improve people’s livelihood;
- Coordinate employee volunteering efforts across the Group, enabling the Group to meet our sustainability objectives, and to bring positive social impact to our communities;
- Measure our environmental and social impact, set improvement targets for regular monitoring and review, and provide updates on the progress towards targets through annual disclosure; and
- Engage with stakeholders including employees, suppliers, partners and other relevant parties on our sustainability policies, strategies, targets and performance, and share sustainability best practices for mutual learning and improvement.

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