



HENDERSON LAND DEVELOPMENT COMPANY LIMITED

恒基兆業地產有限公司

Incorporated in Hong Kong with limited liability
(Stock Code : 12)

HEALTH AND SAFETY POLICY

Purpose

Henderson Land Development Company Limited (the “Company”) and its subsidiaries (collectively the “Group”) are committed to providing and maintaining a safe and healthy environment for our employees, customers, contractors and stakeholders of our community. We aim to conduct our business in a safe and socially responsible manner through strong leadership and effective management of occupational health and safety. This Policy promotes the principles of health and safety with reference to the International Labour Organisation’s Occupational Safety and Health Convention 155 or other standards adopted by the Group. The Company also encourages its employees, suppliers, contractors and subcontractors to uphold this Policy.

In addition, as a target, the Group is dedicated to using stringent measures throughout our business and construction to maintain no work-related fatality or injury.

As Employer

The Group is committed to:

- providing adequate and appropriate resources to implement this Policy;
- complying with all applicable laws, regulations, standards and codes of practices;
- providing and maintaining a safe working environment;
- providing adequate and appropriate trainings to employees in respect of their responsibilities and duties for carrying out the work safely;
- raising the awareness of our employees and business partners of all the applicable health and safety best practices;
- embedding health and safety in the design, planning and conduct of all business activities;
- implementing action plan that involves workers in identifying, evaluating, and prioritizing health and safety risks as necessary, while conducting corrective measures to minimize hazards across all business activities, ensuring adherence to occupational health and safety standards and achieving its targets;
- monitoring and reviewing health and safety performance regularly;
- conducting regular safety inspections and audits with a view to proactively identifying unsafe practices or activities and ensuring compliance with this Policy;
- setting the Group’s quantitative targets to enhance health and safety performance metrics;

- reviewing and improving the effectiveness of management systems in terms of the health and safety performance continually; and
- ensuring this Policy and performance are well communicated to all interested stakeholders.

As Employee / Suppliers / Contractors / Subcontractors

The employees / suppliers / contractors / subcontractors are required to:

- follow health and safety procedures and instructions relevant to their work;
- operate plant and equipment that they are trained and authorised to operate;
- undertake work that they are well-trained and competent;
- take reasonable care of their own health and safety and considering the safety and health of others who may be affected by their acts; and
- report to the management promptly all identified hazards, incidents, injuries, and work conditions that are unsafe or unhealthy in verbal and written form.

Review of this Policy

The Company will review this Policy from time to time as appropriate, and in any event, once every three years.