



Policy on Employment Rights and Interests and Occupational Safety and Health of China Overseas Land & Investment Ltd.

Chapter I Purposes

China Overseas Land & Investment Ltd. (“COLI” or “the Company”) respects and commits to protecting the employment and labour rights and interests (“ELRIs”) of employees and the supply chain during its business operations, including providing and maintaining a healthy and safe working environment. The Company attaches importance to employee rights and interests, as well as to safety and health in business operations, talent management and business cooperation. It believes that the aforementioned elements are conducive to the team’s productivity and stability, and as the basic social responsibilities of and compliance requirements for a company, they are indispensable for promoting the long-term coordinated development of business operations and the society.

Drawing on the basic principles and initiatives of the “United Nations Global Compact”, this Policy explains the Company’s overall management commitments, principles, and methods for employment rights and interests (“ERIs”) as well as occupational safety and health (“OSH”). If any content covered in this Policy involves other internal management measures or formal documents of the Company, the more detailed provisions shall prevail. If local regulations of a places where the Company operates subsidiaries or where the Company’s projects locates operate contradict or else are inconsistent with relevant international standards, respect for the values in the latter shall be ensured provided that compliance requirements is fulfilled are followed.

Chapter II Scope of Application

In the course of business operations, this Policy shall be complied with by all employees in locations where COLI operates, as well as business partners in locations where COLI and its subsidiary, regional and project companies operate.

This Policy covers all employees of COLI’s subsidiary, regional and project companies, as well as representatives of COLI in joint ventures and associates, including directors of the



Board, management and other employees (collectively referred to as “COLI employees”). It also covers business partners, namely suppliers, contractors, subcontractors and property management companies which provide materials, goods and services for the Company, as well as joint ventures and associates or strategic business partners which carry out business development jointly with the Company.

The scope of application of this Policy covers workplaces that COLI owns and those that COLI does not directly manage and control operationally. Premises directly managed and controlled by the Company are mainly COLI’s headquarters, local offices and project sales centres. Those not directly operated, managed or controlled by the Company include project sites under construction, delivered residential projects and certain commercial hotel projects. COLI employees should communicate the requirements of this Policy with relevant business partners. Based on the needs of different business forms, compliance requirements and the actual conditions of workplaces, efforts shall be made to ensure the compliance of business partners with this Policy in relevant management measures, so as to protect the rights, interests and safety of any persons working at the premises.

Chapter III Management Principles

Subject to all relevant laws and regulations in places where they and the Company’s projects operate, COLI’s business units and their business partners shall comply with the following principles in their employment systems and business operations in order to protect the basic labour rights and interests of employees.

Principle 1 No forced labour. The Company prohibits business units and their supply chain partners from employing forced labour of any kind, including but not limited to human smuggling, involuntary prison labour, coerced/bonded/indentured labour, or else forced labour via exploitation.

Principle 2 No child labour. The Company prohibits business units and their supply chain partners from employing child labour, i.e., minors below the local legal age of employment.

Principle 3 Anti-discrimination. In employment systems such as hiring, remunerations and promotion, as well as in other business activities, business units of the Company and their business partners shall act on the principles of equal opportunities, and shall not bias against, discriminate or harass employees, colleagues, customers or other persons of business affiliates



on the ground of gender, age, family situation, disability, race, religion or any other factor determined under applicable laws and regulations.

Principle 4 Advocacy of diversity and inclusiveness. Business units of the Company and their business partners should strive to promote a diverse and inclusive work culture to their employees. They should respect employees of different genders, ages, family conditions, disabilities, races, religions, nationalities and cultural backgrounds, and recognise the core values of equal opportunities and talent diversity, so that all can reach their full potential in an equal working environment.

Principle 5 Respect for freedom of association. The Company respects the rights of employees to organise and join labour unions, employee representative associations and other employee organisations in accordance with local laws and regulations, and is committed to protecting employees from fear of retaliation, intimidation, or harassment.

Principle 6 Guarantee of occupational health and safety. Business units of the company and their business partners should strive to provide, maintain, or use operating devices, working systems, working environments, and production materials which do not jeopardize employees' safety or health, to ensure that their employees are aware of and implement work safety procedures effectively, to identify OSH risks in workplaces and provide effective guarantees and care for employees at high-risk positions and for vulnerable groups, such as the elderly, the pregnant and the disabled.

Chapter IV Management Approach

In order to implement the above management principles, business units of the Company and their business partners should take the following measures with reasonable efforts in their employment systems and business operations, so as to identify and manage employee rights and interests and OSH risks:

- Allocate and invest sufficient resources, including capital and human resources, both internally and externally, to effectively implement this Policy;
- Set up a management organisational structure to implement this Policy, and clarify the division of responsibilities of relevant supervisors and operators;
- Ensure that representatives of business partners participate in relevant management organisational structure or relevant meetings and inspections;



- Formulate and continuously review and update management objectives, work processes and plans related to labour security and OSH;
- Incorporate relevant management objectives into the performance evaluation indicators and reward & penalty programmes;
- Continuously audit documentation and on-site conditions relating to ELRIs and OSH;
- Conduct follow-up investigations on disputes, violation reports and work-related injuries relating to ELRIs and OSH;
- Review the audit and investigation results aforementioned, and supervise and support relevant business units in subsequent remedies and improvements;
- Provide employees with guidance, education and training on their rights and responsibilities;
- Provide employees with the information, guidance and training necessary to exercise their rights and perform their duties;
- Incorporate relevant requirements of this Policy into the screening and due diligence of potential business partners;
- Duly maintain data and documentation of ELRIs and OSH, for the Company's audits, internal reports and external disclosure; and
- Carry out the above measures and obtain external certifications based on other voluntary standards in the industry or the world, subject to an adequate basis at work.

Chapter V Risk Management and Information Disclosure

In terms of corporate risk management, the Company has incorporated ERIs and OSH into categories of the corporate risk database. Relevant indicators of ERIs and OSH have been incorporated into the Company's system for collecting environmental, social and management data. The Company undertakes to disclose the implementation of this Policy and related key performance indicators in its annual ESG reports, so that stakeholders are aware of its management effectiveness in the above areas.

Chapter VI Policy Review and Approval

The COLI Sustainability Working Group reviews this Policy annually and will make updates as appropriate, and submits to the Board of Directors for review and approval.