

Jardine Matheson

Human Rights Policy

Jardine Matheson (Jardines) is an investment company dedicated to building a diverse portfolio of high-quality, scaled businesses in Asia Pacific. Jardines and our portfolio companies are committed to conducting business in an ethical and responsible manner. As such we strive to ensure that all persons employed directly or indirectly by Jardines have their human rights respected in line with internationally recognised principles.

Jardines 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. Our human rights-related commitments are complemented by our Code of Conduct, Inclusion, Equity and Diversity Policy and Health and Safety Policy. Our portfolio companies, associated companies and joint venture partners are encouraged to adopt this Policy or incorporate its principles into their own policies where appropriate.

We are committed to the following principles:

Inclusion, Equity and Diversity

- Strive to maintain a fair, diverse, inclusive, equitable and supportive workplace for all employees regardless of ethnicity, gender, age, sexual orientation, disability, background, religion, gender identity, family status or nationality.
- Any form of bullying, intimidation, discrimination or harassment is strictly not tolerated.
- Recruitment, promotion, retention and development decisions are based on experience, skill, qualifications, long-term potential and achievement.
- Continue to identify and work towards eliminating discriminatory and unconscious bias.

Refer to the [Jardine Matheson Inclusion, Equity & Diversity Policy](#) for details

Employment and labour practices

- Employment with Jardines is on a voluntary basis and respects the dignity of the individual.



- Comply with all applicable employment and labour laws including those related to a minimum age for employment, working conditions, minimum wages and working hours, and permit flexible working hours, where appropriate.
- Practices associated with modern slavery or forced labour, such as, child labour, prison labour, coerced labour, bonded labour and trafficked labour are prohibited within operations and across supply chains.
- 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.
- Respect the freedom of association and collective bargaining in accordance with applicable laws and regulations. We respect our employees' 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 dealing in good faith with their representatives.

Health and safety

- Strive to maintain a safe and secure working environment at Jardines for all employees, customers, suppliers, contractors, and other stakeholders.
- Seek opportunities for continuous improvement of our high safety standards to ensure that preventable accidents are minimised and to pursue our commitment to zero harm.

Refer to the [Jardine Matheson Health and Safety Policy](#) for details

Suppliers and contractors

- Suppliers and contractors are encouraged to adhere to the principles in this Policy.
- Third parties who represent Jardines must adhere to the principles in this Policy.
- The Supplier Code of Conduct sets out the minimum expectations and principles on fair and responsible operations for suppliers, where applicable.

Refer to the [Jardine Matheson Supplier Code of Conduct](#) for details

In accordance with our Code of Conduct, employees and any other relevant stakeholders are encouraged to raise any concerns about misconduct, malpractice or irregularities in any matters related to Jardines.

Refer to the [Jardine Matheson Code of Conduct](#) for details

This Policy has been endorsed by Executive Management and will be reviewed periodically and updated as required.