Jardine Matheson

Sustainability 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 (collectively the Group) view sustainability as essential to achieving sustainable growth and creating long-term value for our businesses 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 our portfolio'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 Sustainability Policy (the Policy) presents the overarching principles which guide and drive our long-term sustainability vision. It should be read in parallel with other policies which provide more comprehensive expectations related to specific aspects of sustainability (available here). 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:

- Comply with or exceed legal requirements in relation to sustainability issues, including but not limited to discrimination, corruption and bribery, conflicts of interest, data privacy and information security, anti-competitive behaviour, anti-money laundering, environment, human rights, health and safety and whistleblowing;
- Ensure that all persons employed directly or indirectly by Jardines have their human rights respected in line with internationally recognised principles;
- Build an inclusive, equitable and diverse 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 Jardines employees, customers, contractors, and other stakeholders;
- Provide equitable learning and development opportunities to upskill our employees, support their physical and mental wellbeing and encourage and support them to develop their full potential;
- Promote environmental protection and resource and energy efficiency and raise the environmental awareness and understanding of our impacts on the environment by our stakeholders;

- Build resilience to climate-related impacts through the ongoing identification and management of climate change risks and opportunities, and encourage our portfolio companies to decarbonise operations and value chains in a manner which accounts for the responsibilities we have to our communities;
- Integrate environmental and social considerations into financial decisions and processes, such as conducting ESG due diligence for investment opportunities;
- Support the transition towards a circular economy by encouraging circularity across our portfolio;
- Promote social inclusion and equal access to health, education opportunities and opportunities to improve people's livelihood;
- Coordinate employee volunteering efforts across the Group to bring positive social impact to our communities;
- Track our portfolio's environmental and social impact, monitor and review performance against improvement targets, and provide updates on progress towards targets through annual disclosure; and
- Engage with stakeholders including employees, suppliers, contractors, portfolio companies, associates, joint venture partners and other relevant parties on sustainability policies, strategies, targets and performance, and share sustainability best practices for mutual learning and improvement.

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