Health and Safety Policy

New World Development Company Limited

1. Introduction

Guided by the pillar of Wellness of New World Sustainability Vision 2030 ("SV 2030"), New World Development Company Limited (the "Company") and its subsidiaries (collectively the "Group") are committed to fostering a healthy and safe built environment and workplace for our stakeholders.

The Group regards workplace wellness, health and safety ("H&S") as the key determinants of employee satisfaction, productivity and, ultimately, organisational performance. We place a great emphasis on minimising H&S related risks, as far as practicable.

2. Scope of Application

This Policy applies to the all Group's stakeholders including employees, contractors, tenants and visitors on its premises. All Business Units ("BUs") are encouraged to make reference to the principles of this Policy, and, where applicable, BU(s) would establish its/their own health and safety policy/policies. Those BUs with higher exposure to H&S risks should make reference to applicable industrial standards or guidelines to suit their specific contexts and needs.

3. Commitment

Under this Policy, we are committed to:

- Complying with all applicable laws and regulations;
- Meeting industry-specific standards or referencing relevant best practices;
- Providing employees with office equipment that considers ergonomics;
- Providing employees and contractors with guidelines or training and development specific to their job requirements to enhance awareness about H&S issues and strive to prevent occupational disease;
- Taking a proactive and transparent approach to reporting and investigating incidents;
- Maintaining a safe environment on our premises for tenants and visitors;
- Assessing the H&S performance of property managers, construction contractors and suppliers regularly;
- Engaging employees, tenants and contractors through information sharing and programmes to reduce their stress and improve their health and well-being; and soliciting feedback for continuous improvements;
- Adopting local or international H&S guidelines for goods and services purchased during procurement;
- Providing adequate resources to implement this Policy;

- Enforcing the implementation of this Policy with regular reviews and internal audits;
- Striving for zero fatality or at least maintaining the SV2030 target of annual lost-time injury rate ("LTIR") at or below 3.0 per 100 employees; and
- Monitoring and reporting H&S performance.

4. Monitoring and Reporting of H&S Performance

Departments responsible for H&S matters should oversee employee H&S by setting workplace wellness standards, monitoring performance, providing training and support, etc.

H&S risk factors are incorporated into our Risk Management Policy and the "Risk Management and Internal Control Assessment Checklist" for evaluation by the Company's departments and BUs every six months. Risk findings are reported to the Company's Audit Committee and the Sustainability Committee in a timely manner.

H&S metrics are captured in the internal Environmental, Social and Governance data management system and our performance is audited on a regular basis. Corrective actions will be duly implemented to improve our performance. Key metrics and impacts will be disclosed in the Company's annual reports or the Sustainability section of the Company's website and reported to the Sustainability Committee.

5. Review of this Policy

Requisite changes to this Policy due to legislative changes and the emergence of best practices will be proposed to the Group Sustainability Steering Committee for review, in any event, at least once every three years, and Sustainability Committee for endorsement.

6. Enquiries

Please email sustainability@nwd.com.hk for enquiries on this Policy.

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