

HUMAN RIGHTS POLICY

Hong Kong Air Cargo Terminals Limited (Hactl) is committed to conducting business in an ethical and responsible manner across our operations. As such we strive to ensure that all persons employed directly or indirectly by Hactl have their human rights respected in line with internationally recognised principles.

Hactl 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 will operate in compliance with applicable laws while still seeking to adhere to the higher standard insofar as possible. Hactl's human rights-related commitments are complemented by our Inclusion, Equity and Diversity Policy, and our Occupational Health and Safety Policy.

This policy applies to everyone working for Hactl and is comprised of the following principles:

Inclusion, Equity and Diversity

- Strive to maintain an inclusive, equal and diverse workplace for all people working with Hactl regardless of age, gender, sexual orientation, disability, ethnicity, background or religion;
- Any form of bullying, intimidation, discrimination or harassment is strictly not tolerated;
- Recruitment, promotion and retention decisions are based on experience, skill, qualifications and achievement; and
- Continue to identify and work towards eliminating potential discriminatory bias throughout Hactl.

[Refer to the Inclusion, Equity and Diversity Policy for details]

Labour Practices

- Employment with Hactl is on a voluntary basis and respects the dignity of the individual;
- Comply with all applicable labour laws including those related to a minimum age for employment;
- Forced, child and trafficked labour are prohibited within our operations and across our supply chains; and
- 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.

Occupational Health and Safety

- Strive to maintain a safe and secure working environment at our business operations for all employees, customers, suppliers, contractors and other stakeholders; and
- Seek opportunities for continual improvement of our high safety standards throughout our operations to ensure that preventable incidences are minimised and to pursue our total commitment to zero harm.

[Refer to the Occupational Health and Safety Policy for details (Annex 1)]

Employment

- Comply with all applicable laws relating to working conditions including minimum wages and working hours, and permit flexible working hours, where appropriate; and
- Observe the freedom of association and collective bargaining in accordance with applicable laws and regulations. We respect our employee's 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 bargaining in good faith with their representatives.

Suppliers and contractors

- Suppliers and contractors are encouraged to adhere to the principles in this policy; and
- Third parties who represent Hactl, Hactl's associated companies and joint venture companies, must adhere to the principles in this policy.

Employees are encouraged to raise any concerns about misconduct, malpractice or irregularities in any matters related to Hactl.

The policy shall be reviewed by Hactl management annually and updated as required.

A handwritten signature in blue ink, appearing to read 'Wilson Kwong', written in a cursive style.

Wilson Kwong
Chief Executive
7 March 2024

Annex 1: Occupational Health and Safety Policy

Policy Statement

Our mission is to provide and ensure, so far as reasonably practicable, the safety and health of all our employees and persons likely to be affected in our Terminal, and to achieve and become one of the safest air cargo terminals in the world.

Objective and Target

1. To provide and maintain a safe and healthy working environment and work systems for all our staff, and appropriate protection to other people who may be affected by our provision of air cargo handling services, and maintenance services on system equipment and facilities.
2. To ensure that all relevant health and safety legislation, regulations and other requirements are met.
3. To establish, implement, maintain and continually improve the Occupational Health and Safety Management System (OHSMS).
4. To regularly audit and review the safety and health management system in order to maintain a high standard of health and safety.
5. To provide adequate resources for implementing the OH&S policy, the OHSMS and the safety plans, including the provision of necessary information, instruction, staff training and supervision.
6. To communicate the OH&S policy and OHSMS to all staff, and ensure the policy is understood at all levels in the organization.
7. To keep this policy under constant review, and to ensure that it is effective and up to date.
8. To ensure all responsible staff of different levels will undertake their health and safety responsibilities and accountabilities in accordance with the safety manual.
9. To reduce the number of reportable injuries each year and zero fatal accident must be achieved.
10. To reduce total number of incidents each year.
11. To achieve zero injury caused by mobile equipment.

A handwritten signature in blue ink, appearing to read "Wilson Kwong".

Wilson Kwong
Chief Executive
7 March 2024