



HUTCHISON PORT HOLDINGS TRUST

Health and Work Environment Policy

Policy Statement

1. The Trust Group is committed to offering a safe, healthy, productive and secure work environment for its employees, customers and other stakeholders when they are at Trust Group facilities and premises.
2. The Trust Group corporate security standard is applicable to all premises and sets out minimum requirements on fire safety, air quality, business travel, hygiene and other related matters.
3. This Policy should be read in conjunction with HPH Trust Code of Conduct or its subsequent updates.

Approach

4. The Trust Group is committed to:
 - (a) Complying with all applicable laws and regulations in the relevant jurisdictions;
 - (b) Meeting industry specific standards or referencing relevant best practices;
 - (c) Adopting local or international health and safety guidelines for goods and services purchased;
 - (d) Maintaining a safe working environment;
 - (e) Providing employees and contractors with guidelines or training and development specific to their job requirements;
 - (f) Assessing the health and safety performance of property managers, contractors and suppliers on a regular basis;
 - (g) Engaging employees and contractors through information sharing and programmes to improve their health and well-being; and soliciting feedback for continuous improvements.
 - (h) Monitoring and reporting health and safety performance;
 - (i) Providing adequate resources to implement this Policy; and
 - (j) Enforcing the implementation of this Policy with regular reviews and internal audits
5. Employees and individuals working for the Trust Group should adhere to health and safe working practices. They must:
 - (a) Follow health and safety procedures and instructions relevant to their work and/or about which they have been trained or notified;

- (b) Help ensure that those they work with, including contractors and visitors, are familiar with and follow applicable health and safety procedures and instructions;
- (c) Only undertake work that they are trained, competent, medically and physically fit, sufficiently rested and alert to do;
- (d) Promptly report to local management all incidents and injuries, and work conditions that are unsafe or unhealthy, so that steps can be taken to correct, prevent or control those conditions immediately;
- (e) Be aware of occupational health and safety issues and their responsibility to achieve the health and safety objectives of the Trust Group. As such, regular training and communication would be provided to the employees to equip themselves with appropriate skill set and knowledge;
- (f) Adhere to the policies and safety and health measures which followed the local laws and industry practices. Exceptional event(s) should be reported to the Trust Group Management in accordance with the relevant Trust Group policies; and
- (g) Not work under the influence of alcohol or drugs, as alcohol or drug abuse can adversely affect performance, productivity, business decisions, the safety and well-being of employees and the communities in which the Trust Group operates.