



## HUTCHISON PORT HOLDINGS TRUST

### Human Rights Policy

#### Policy Statement

1. The Trust Group strives to respect and promote human rights. The Trust Group aims to help increase the protection and enjoyment of human rights within the communities in which it operates. Respect for human rights is a fundamental value of the Trust Group.
2. The Trust Group also expects its business partners and suppliers to uphold these principles and urges them to adopt similar policies within their own businesses.
3. This Policy should be read in conjunction with HPH Trust Code of Conduct, HPH Trust Modern Slavery and Human Trafficking Statement and HPH Trust Supplier Code of Conduct or their subsequent updates which set out the Trust Group's expectations with regards to respect for human rights, including labour rights, of the workers in the Trust Group's extended supply chain.

#### Approach

4. This Policy is guided by international human rights principles encompassed by within the Universal Declaration of Human Rights, including those contained within the International Bill of Human Rights and the International Labour Organisation's 1998 Declaration on Fundamental Principles and Rights at Work. In addition, the Trust Group also respects the international human rights principles under the United Nations Guiding Principles on Business and Human Rights.

#### Equality, Diversity and Inclusion

5. The Trust Group values the diversity and inclusion of the individuals with whom it works. It is committed to equal opportunity and has no tolerance for discrimination and harassment. It shall work to maintain workplaces that are free from discrimination or harassment on the basis of race, colour, national or social origin, ethnicity, religion, age, disability, sex, sexual orientation, gender identification or expression, political opinion or any other status protected by applicable law. The basis for recruitment, development, compensation and advancement within the Trust Group is qualifications, performance, skills and experience.
6. The Trust Group shall not tolerate disrespectful or inappropriate behaviour, unfair treatment or retaliation of any kind. Harassment is not tolerated at the workplace and in any work-related circumstance outside the workplace.

#### Freedom of Association and Collective Bargaining

7. The Trust Group shall respect its employees' right to join or form a labour union without fear of reprisal, intimidation or harassment. Where employees are represented by a legally recognised union, the Trust Group is committed to establishing a constructive dialogue with their chosen representatives. It is committed to bargaining in good faith with such representatives.

### **Employment Conditions and Working Hours**

8. The Trust Group shall comply with the applicable laws and regulations in relation to working conditions. It shall strictly observe all local legislation and specific working hours requirements in the countries where it has operations. BUs have established their own working hours arrangements in accordance with their business requirements and these working hours arrangements are communicated to employees.

### **Restructuring**

9. The Trust Group is committed to identifying, preventing, and mitigating adverse human rights impacts resulting from any business transaction of the Trust Group, including any restructuring decisions or implementations. Central to these commitments are the following principles:
  - (a) identify the potential impact of human rights issues on employees as early as possible;
  - (b) communicate with employees and where necessary, the relevant labour unions at the earliest possible opportunity on potential impacts, with due regard to human rights considerations;
  - (c) prevent and limit redundancies where possible with compensation including severance payments (at or above statutory requirements) provided for redundancies;
  - (d) include respect for human rights considerations in transition planning, such as redeployment and offering outplacement services to impacted staff where appropriate;
  - (e) foster meaningful and constructive dialogue with employees, and take active steps in order to mitigate adverse effects on employees in the case of any ownership change or structural change to the business.

### **Community Consultation**

10. The Trust Group recognises that it is part of the communities in which it operates. It shall conduct appropriate due diligence and engage with communities on human rights matters that are important to them, such as access to water and land rights. It shall also engage with people in those communities, including indigenous people as well as other vulnerable and disadvantaged groups. The Trust Group aims to ensure through dialogue it listens, learns and considers the views of the communities in which it conducts its businesses.

### **Anti-modern Slavery**

11. The Trust Group shall prohibit the use of all forms of child labour or forced labour, including prison labour, bonded labour, any form of slavery and any form of human trafficking.