



NWS Holdings Limited

(新創建集團有限公司*)

(Incorporated in Bermuda with limited liability)

SUSTAINABILITY POLICY

(Adopted on 29 Jun 2020)

* For identification purposes only

Introduction

At NWS Holdings Limited (“NWS”), we aim to create long-term value for our shareholders, stakeholders, and the communities in which we operate by applying sustainability principles across all aspects of our business, from strategic planning and investment to our operations.

Scope of Application

This sustainability policy (the “Policy”) was adopted by the board of directors of NWS which applies to NWS and its subsidiaries, collectively referred to as the “Group”. Given our diverse business portfolio, business development in new industries and growing geographical footprint, it is important that the Group has a clear and comprehensive statement of its commitments to guide sustainability practices across its operations.

Each subsidiary of the Group should use this Policy as a guidance in developing its own approach and practices in ways that are most appropriate to their industry and location.

Commitments

The Policy is aligned with the sustainability policy of our parent company, New World Development Company Limited (“NWD”). By adopting NWD’s approach, we are committed to minimising environmental impacts, promoting green and healthy living, and improving the quality of the communities where we operate while providing a reasonable return to our investors.

We strive to:

- exceed statutory requirements in relation to sustainability issues and apply innovative solutions to improve the environment and the society;
- engage our stakeholders on our sustainability performance and gather feedback for improvement;
- minimise the potential environmental impacts of our operation and ensure product quality and responsibility;
- enhance the quality of life for the communities where we operate;

- provide a safe and caring working environment for our employees and support their ongoing learning and development;
- influence our value chain to share our belief and practices with regard to sustainability; and
- strengthen our governance of sustainability performance through monitoring and reporting.

In addition, we shall make reference to the [ten principles of the United Nations Global Compact](#) (“UNGC”) during the implementation of the Policy. We emphasize the Group’s business ethos and connect business success with social progress. We incorporate the philosophy of Creating Shared Values (“CSV”) through the key areas as follows:

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|------------------------|-------------------------|
| 1. Business Operations | 4. Community Investment |
| 2. Human Capital | 5. Value Chain |
| 3. Environment | |

Business Operations

- create long-term value for our stakeholders through a focused strategy and by developing synergy among subsidiaries, connect business success with social progress;
- observe high standards of corporate governance and ensure the effectiveness of our risk management and internal control systems;
- maintain high standards of ethics and integrity, and comply with all laws and regulations in our business transactions and operations;
- deliver services and products that are safe and reliable, and do so in an environmentally responsible manner;
- influence businesses in our supply chain by sharing our approach and expectation to corporate sustainability and encourage our suppliers, business partners and customers to adhere to our principles on sustainable development as stated under NWD’s Supplier Code of Conduct; and
- provide various communication channels for stakeholder engagement and constantly seek improvements.

Human Capital

- provide a safe and caring working environment for our employees and strive to prevent accidents, injuries and illness related to work;
- promote equal opportunities and ensure that all employees are treated with dignity and respect regardless of age, gender, ethnicity and other forms of diversity as stated under the Group's Human Rights Policy;
- provide competitive, fair and equitable remuneration, and invest in professional training and capacity building to help our employees reach their full potential; and
- promote a healthy work-life balance and create an inclusive, family-friendly workplace to improve employee satisfaction and productivity.

Environment

- comply with all relevant environmental laws and regulations, and strive to exceed this basic requirement where possible and practicable;
- take every reasonable and practical measure to conserve resources and minimise waste in our operations;
- strive to manage the Group's direct and indirect impacts on environment, contribute to the reduction of our greenhouse gas emissions by investing in clean and energy-efficient technologies and by reducing our energy consumption; and
- dedicate resources to increasing awareness, motivation and participation in environmentally-friendly initiatives among our staff as well as stakeholders in our supply chain.

Community Investment

- strive to go beyond corporate social responsibility, enhance quality of life and bring value to communities where we operate, by leveraging our strengths and resources;
- provide strategic, relevant and long-term support in the focused areas in line with those of NWS Holdings Charities Foundation;
- form partnerships with like-minded civil society organisations that provide the necessary expertise to enhance the impact of our community investment initiatives;
- encourage and empower our employees to contribute to society by volunteering; and
- raise employees' awareness on social and environmental issues.

Value Chain

- prefer working with suppliers and business partners who can demonstrate their commitments to uphold the principles under the NWD's Supplier Code of Conduct;
- manage environmental and social risks throughout our value chain by developing procedures to monitor suppliers' products and services; and
- invest in technologies and innovative solutions to enhance customer experience, communication, health and safety, privacy and protection in our business operations.

Monitoring and Reporting

We are committed to transparency and accountability. We benchmark and report on our sustainability performance in line with global reporting frameworks as well as local listing rules requirements on Environment, Social and Governance disclosure. Stakeholders are regularly engaged to assess our sustainability performance and the effectiveness of the Policy.

Review of the Policy

Review of the Policy shall be conducted every two years or more frequently as and when needed. Where there are any discrepancies or differences of interpretation in the Policy between English text and Chinese translation, the English version shall prevail. If there are any questions about the contents or application of the Policy, please email Sustainability Department at sustainability@nws.com.hk.

References

1. [Sustainability Policy](#) – NWD
2. [Supplier Code of Conduct](#) – NWD
3. [Human Rights Policy](#) – NWS
4. [The Ten Principles of the UN Global Compact](#) – UNGC