



**新創建 NWS**

**NWS Holdings Limited**

**新創建集團有限公司\***

*(incorporated in Bermuda with limited liability)*

**Sustainability Policy**

New World Group Member

*\* 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 including but not limited to corruption and bribery, discrimination, confidentiality of information, conflicts of interest, anti-competitive practices, money laundering, environment, health and safety as well as whistleblowing;
- engage our stakeholders on our sustainability performance and gather feedback for improvement;
- minimise the potential environmental impacts and pollution of our operation and ensure product quality and responsibility, and apply innovative solutions to improve the

environment;

- enhance the quality of life and promote social inclusion for the communities where we operate, and apply innovative solutions to improve the society;
- provide a safe and caring working environment for our employees and learning opportunities that improve their job-related skills for future development and career advancement;
- influence our value chain to share our belief and practices with regard to sustainability;
- promote economic development in the communities where we operate and ensure that we comply with relevant tax legislation;
- comply with the prescribed requirements laid down by the applicable laws and regulations relating to responsible marketing, advertising and sales, 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:

- |                        |                         |
|------------------------|-------------------------|
| 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 control pollution and conserve resources from energy, water to materials consumption by implementing efficient resource management during our operations such as construction and facilities management;
- strive to minimise waste in our operations through 3Rs (Reducing, Recycling and Reusing) and explore upcycling opportunities where practicable;
- strive to manage the Group's direct and indirect impacts on environment and contribute to the reduction of our greenhouse gas emissions by:
  - reducing our energy consumption;
  - refraining from making new debt or equity investments in companies engaged in the construction and operation of coal-fired power plants or coal mining; and progressively phase out any of these remaining assets; and
  - investing in clean and energy-efficient technologies;
- planning, monitoring and review of the Group's carbon, energy, water and waste management objectives and targets
- strive to implement technology, processes and systems to enhance and maintain the quality and quantity of resource use, meeting its intended purposes, and
- minimise any potential adverse impact on biodiversity through reducing habitat disturbance, degradation and indirect effects of our operations; adopt more sustainable use of natural

resources certified by recognised standard (e.g. FSC and PEFC) and where practicable, and promote the ecosystem restoration;

- dedicate resources to increase awareness and our staff as well as stakeholders in our supply chain in environmentally-friendly initiatives and practices.

### **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](mailto:sustainability@nws.com.hk).

## Version Control

Effective Date	Description	Approved by
23 June 2020	Revision 0	Board of Directors
9 December 2021	Revision 1 - Updated contents under Commitments and Environment	Board of Directors

## 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