WHARF

Established 1886

WHARF REAL ESTATE INVESTMENT COMPANY LIMITED

(Incorporated in the Cayman Islands with limited liability)

Stock Code: 1997

SAFETY AND HEALTH POLICY

Safety and Health Policy

Wharf Real Estate Investment Company Limited and its subsidiaries (collectively, "the Group") recognise the importance of safety and health and aim to achieve the goal of zero harm at our business operations. The Group is committed to achieving a high standard of safety and health across all business operations, as well as providing a safe and healthy environment for our employees, customers and the users of our premises to protect their wellbeing.

This policy is a general one for the Group to follow. Individual Business Unit has its own specific safety and health policy which sets out the policy scope, composition of the Safety Committee, allocation of duties and responsibilities and detailed implementation procedures according to its business nature.

Under this policy, the Group makes every endeavor to:

- Comply with all applicable laws and regulations of the relevant jurisdictions;
- Develop, implement and maintain a safety management system in respect of the relevant undertaking;
- Identify occupational safety and health ("OSH") risks or potential hazards via regular risk assessments;
- Adopt all reasonable measures to remove hazards. When removal is deemed to be impossible / impractical, designated guidelines and strict control procedures, appropriate warning signage, as well as suitable protective equipment will be provided to mitigate the risks;
- Promptly address and rectify any unsafe conditions arise in the premises under the Group's control;
- Arrange sufficient training and drills for the employees and on-site contractors' workers to ensure that they obtain the information about OSH matters. Emergency procedures are in place and are communicated to the employees and contractors' workers on-site;
- Establish and maintain a proactive safety culture, along with enhancing the safety and health awareness of all stakeholders, ensuring that safety information is accessible to the relevant users;
- Carry out comprehensive investigations of all incidents and near misses promptly;
- Maintain proper documentation of accident reporting and investigation procedures. Accident statistics and near misses will also be analysed for the purpose of continuous improvement in safety performance;
- Carry out safety audit and inspections on a regular basis;
- Require every employee at every level and function in the Group to take personal responsibility to protect his/her own safety and health, as well as the safety of other staff members and the users of the Group's premises.

<u>Note</u>

This policy will be reviewed and updated from time to time with the latest version posting on the website.

In the event of any inconsistency or conflict between the English and the Chinese version of this policy, the English version shall prevail.