



瑞安房地產
SHUI ON LAND

Shui On Land Limited
瑞安房地產有限公司*

(Incorporated in the Cayman Islands with limited liability)
(Stock code: 272)

SUPPLIER CODE

As a socially responsible company and a good corporate citizen, Shui On Land Limited strives to implement socially and environmentally sustainable policies in all its operations and actively seeks to work with like-minded suppliers. The Company encourages all its business units to refer to the principles set out in this Supplier Code (hereinafter collectively referred to as the "Code") in the course of sourcing suppliers. This Code applies to suppliers, contractors and subcontractors (collectively referred to as "Suppliers") of Shui On Land Limited and its subsidiaries (collectively referred to as the "Company").

Laws and Regulations

Suppliers shall comply with the laws and regulatory requirements applicable to the locations in which they operate.

Business Ethics

Suppliers are expected to exercise the highest level of ethical standards and shall not engage in any form of corruption, bribery, collusion, extortion, fraud, money laundering, anti-competition, false statement or forgery.

Labor Employment

- Suppliers shall employ employees of legal age and shall prohibit forced labor of any kind, including persons imprisoned, coerced, bonded, bound by unreasonable contracts, or smuggled.
- Suppliers shall enter into employment/labor contracts with their employees in accordance with applicable laws and regulations in

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the locations where they operate, and shall provide employees with the legal minimum wage, rest days, benefits and social security (if required).

Occupational Health and Safety

Suppliers shall provide a clean, safe and healthy working environment for all employees. Suppliers shall, to the extent possible, establish a sound management system and provide employees with compliant safety equipment, protective gear and adequate training to avoid workplace accidents. If a Supplier's employee is injured at work for a project of the Company, the Supplier shall report the incident to the appropriate department in accordance with Company protocols so that the Company can document and investigate the incident and take rectification and follow-up action.

Discrimination and Rights

- Suppliers shall safeguard all employees from discrimination or unfair treatment in hiring, promotion, compensation or any other terms of employment due to factors such as gender, age, family status, religious belief, race, sexual orientation, disability, illness, marital status, pregnancy or political affiliation, as defined by the laws and regulations.
- Suppliers shall respect the human and labor rights of all employees, including the freedom of employees to join unions/organizations.

Environmental Protection

Suppliers shall, to the extent practicable, reduce the potential impact of their operations on the environment. Suppliers shall provide adequate training resources to employees. Suppliers shall conduct procurement in accordance with relevant standards and systems established by the company, and provide appropriate test reports, quality management certifications, certificates of origin, and other documents for auditing.

Information Security

Suppliers shall establish an information security policy to prevent leakage of confidential information. Suppliers shall not disclose any confidential information of the Company to third parties without written consent.

Information Verification

The Company will exercise the right to verify the above code of conduct and conduct production site visits to Suppliers. Suppliers shall keep relevant supporting documents and measurement data to prove their compliance with this Code.

Communication and Management

- Each business unit of the Company shall ensure that all Suppliers are aware of this Code.
- To ensure that Suppliers comply with this Code, the Company also encourages Suppliers to develop relevant management systems based on the principles of this Code.
- The Company also encourages Suppliers to prepare and publish environmental, social and governance reports to demonstrate their relevant commitments and performance.

Code Review

This Code is reviewed annually.