

# HEALTH AND SAFETY POLICY

## 1. Introduction

The “2030 Sustainability Vision” of Sunlight Real Estate Investment Trust (“**Sunlight REIT**”) established in the financial year 2019/20, is the sustainability strategy framework that guides the management team in identifying and managing the most critical and material sustainability issues to our business and stakeholders. As the manager of Sunlight REIT, Henderson Sunlight Asset Management Limited (“**the Manager**”) has identified twelve focus areas under four strategic pillars, of which Health and Safety is one of the focus areas under the pillar of Human.

As the Manager, we recognize the importance to maintain a healthy and safe environment to our stakeholders who may be affected by our business activities. We strive to cultivate a strong safety culture in our operations and minimize health and safety related risks, as far as practicable. This policy covers all stakeholders including employees, tenants, contractors, visitors, public at large in our properties.

## 2. Scope

The main responsibility of the Manager is to manage Sunlight REIT and all its assets in accordance with the Trust Deed in the sole interest of the unitholders of Sunlight REIT. Henderson Sunlight Property Management Limited (“**HSPM**”) has been delegated the responsibilities of providing property management, lease management and marketing services solely and exclusively for the properties of Sunlight REIT located in Hong Kong, subject to the overall management and supervision of the Manager.

The Health and Safety Policy applies to all directly managed properties and will be communicated to the Deed of Mutual Covenant Managers (“**DMC Managers**”) of all non-directly managed properties on a regular basis.

### 3. Approach

Under this Health and Safety Policy, together with HSPM, we are committed to:

- A. Complying with applicable laws and regulation related to health and safety.
- B. Providing sufficient and appropriate resources for implementing this policy, maintaining a healthy and safe environment for our stakeholders, including employees, tenants, contractors, visitors and public at large in our properties and striving for continuous improvement towards the prevention of accidents, injuries and work-related disease and illness.
- C. Conducting risk assessment to identify, assess and effectively manage the potential health and safety risks and hazards in our business activities and managed properties.
- D. Adopting the requirements of local and international occupational health and safety standards for the process of procuring goods and services.
- E. Providing adequate trainings, instruction and supervision (if applicable) specific to job requirements to employees and contractors to strive for working in a safe and responsible manner and raise their awareness on health and safety issue during their works, in achieving the goals of zero reportable accidents/incidents.
- F. Arranging trainings and activity programs to our employees and tenants to improve their physical and mental health and well-being.
- G. Engaging and consulting our employees and other stakeholders on the concerns, aspirations and values for health and safety issues related to the business operations and development.
- H. Promoting continuous improvement of safety and health practices through training, safety inspections and supervision, and regular safety performance review.
- I. Communicating this Health and Safety Policy and strategy to our employees and stakeholders and work, including employees, contractors, tenants, visitors and other stakeholders.

#### **4. Monitoring**

We shall monitor, track and report on all aspects of our Health and Safety Policy and strategy on a regular basis, and we shall target to upkeep the Health and Safety of our stakeholders in our properties. We shall keep appropriate records over time and report to the ESG Committee and the Board (if applicable) on progress towards our targets. We welcome scrutiny from our stakeholders and seek to be accountable for all our actions and decisions relating to Health and Safety.

#### **5. Review**

This Health and Safety Policy will be periodically reviewed by the ESG Committee and be amended and updated according to latest codes, regulations, and standards as appropriate.