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# Human Rights Policy

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## 1. Policy Statement

- 1.1 Respect for human rights is a fundamental value to HK Electric Investments Limited and its subsidiaries (“the Group”), including The Hongkong Electric Company, Limited. The Group considers it paramount to uphold human rights across the organisation, and aims to play its part to encourage its stakeholders across the value chain to increase their protection of human rights.
- 1.2 This Policy applies to all Group companies and their employees. The Group also expects its business partners and suppliers to uphold these principles and urges them to adopt similar policies within their own businesses.
- 1.3 This Policy is also addressed in the Group’s Code of Conduct and its Code of Practice for Suppliers which set out the Group’s expectations with regard to respect for human rights, including labour rights, for its employees as well as its suppliers, contractors, and consultants.

## 2. Approach

- 2.1 The Group is committed to complying with all relevant human rights laws in Hong Kong. In addition, the Group recognises that it is part of the Hong Kong community, and will listen, learn and consider the views of the local people on human rights.
- 2.2 The Group also respects international human rights principles encompassed by the Universal Declaration of Human Rights, including those contained in the International Bill of Human Rights, the International Labour Organisation’s 1998 Declaration on Fundamental Principles and Rights at Work, as well as the United Nations Guiding Principles on Business and Human Rights, from which this Policy has drawn references where applicable.
- 2.3 The Group values the diversity of the individuals with whom it works. It is committed to equal opportunity and has no tolerance for discrimination or harassment. It works to maintain workplaces that are free from discrimination or harassment on the basis of race, colour, national or social origin, nationality, ethnicity, religion, age, physical state, marital status, family status, sex, sexual orientation, gender identification or expression, political affiliation or any other status protected by applicable law. The basis for recruitment, development, compensation and advancement within the Group is commitment, attitude, qualifications, competence, skills, performance, job capacity and personal capability.
- 2.4 The Group does not tolerate disrespectful or inappropriate behaviour, unfair treatment or retaliation of any kind. Harassment is not tolerated at the workplace and in any work-related circumstance outside the workplace.

- 2.5 The Group prohibits the use of any form of child labour or forced labour, including prison labour, bonded labour, any form of slavery and any form of human trafficking.
- 2.6 The Group respects its employees' right to join or form a trade union without fear of reprisal, intimidation or harassment. Where employees are represented by a legally recognised union, the Group's Senior Manager (Employee Relations) is the key point of contact for communications with their representatives. Also, all employees, irrespective of whether they are unionist or not, may from time to time be invited by sampling to join the Group's focus-group meetings to voice out their opinions or give suggestions.

### **3. Review and Revision**

- 3.1 The Group will review this Policy from time to time and revise it as and when necessary.

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