

HKR INTERNATIONAL LIMITED

香港興業國際集團有限公司*
(“HKRI” or the “Company”)

Supplier Code of Conduct (the “Code”)

1. Introduction

This Code applies for HKR International Limited and its subsidiaries (the “Group”) and formulates a set of code of conduct we expect from all of our suppliers, contractors and subcontractors (collectively: the “Suppliers”).

2. Objectives

The Group expects our suppliers to align with our approach to conduct themselves with the highest standards of honesty, fairness and integrity, complying with all applicable laws and the Code. They are also encouraged to value and act on sustainable development as we do. The Suppliers which are in compliant are preferred.

3. The Code:

The Code provides guidelines to Suppliers regarding the below:

3.1 Business Dealings:

3.1.1 Compliance with Applicable Law

The Suppliers should comply with or even exceed laws and regulations, as well as environmental and social standards, in the areas where they operate.

3.1.2 Ethical Conduct

The Suppliers shall uphold the highest ethical standard and operate honestly, fairly and ethically in every aspect of their business.

3.1.3 Fair Competition

The Suppliers shall compete for business based on the price, quality and performance standard of their products and services.

3.1.4 Anti-corruption and Anti-bribery

The Suppliers shall have policies, codes of conduct and procedures to prevent all forms of bribery and fraud. The Suppliers shall not engage in any illegal practices or misrepresentation when conducting business activities.

3.1.5 Confidentiality

The Suppliers shall comply with all applicable data protection and privacy laws and regulations. They must adequately protect the confidential, proprietary and personal information they handle to prevent confidential data leakage.

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3.1.6 Intellectual Property Rights

The Suppliers shall recognise and respect the owners’ intellectual property rights in their trademarks, copyrights, designs, inventions and patents.

3.2 Labour and Human Rights:

3.2.1 Discrimination

All the Suppliers’ employees shall not be subjected to discrimination in hiring, compensation or discipline on the basis of gender, age, religion, race, sexual orientation, disability, disease, marital status, pregnancy or political affiliation.

3.2.2 Forced Labour

The Suppliers should not use any form of forced, coerced or bonded labour. Workers should be recruited through ethical and legal means, and the recruitment should be free from all forms of involuntary labour, slavery, and trafficking.

3.2.3 Child Labour

The Suppliers shall not employ anyone below the local legal minimum age.

3.2.4 Working Environment, Hours and Wages

The Suppliers shall comply with all applicable laws and regulations relating to working hours, wages and working conditions. Salary should be paid accurately and on time. Overtime should be compensated in accordance with the law and within legal working hour limits.

3.2.5 Health and Safety

The Suppliers should be responsible for providing workers with safe and healthy working conditions. They should enforce health and safety policies and procedures that comply with occupational safety and health regulations to ensure site safety. Adequate training and equipment shall be provided. Each employee of the Suppliers shall immediately report any accidents, injuries or unsafe working conditions.

3.3 Sustainability:

The Suppliers shall conduct operations in compliance with applicable local and national environmental laws and regulations as well as disclosure requirement. They should also minimise the environmental impact caused during operations through proper waste management, pollution control and recycling.

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The Suppliers shall share the same value of green procurement of the Group, whenever applicable, to encourage the sustainable use of resources. Please refer to the Green Procurement Policy of the Group for requirement.

The Suppliers shall use their best endeavour to collect and manage environmental, social and governance data, for example, construction waste and waste disposal, recycling, energy consumption, water consumption, fuel usage, travelled distances, etc.

4. Monitoring and Auditing:

The Group reserves the right to conduct audits of the Suppliers’ performance against this Code of Conduct. The Suppliers shall also proactively report any suspected violation of non-compliance behaviour via info@hkri.com.

5. Review

The ESG Committee has full responsibility for the Code and has delegated the day-to-day responsibility for overseeing and implementing this Code to the CSR Task Force. This Code will be reviewed by the ESG Committee regularly or when necessary. Please refer to our website, www.hkri.com, for the latest *Supplier Code of Conduct*.

If there is any inconsistency or ambiguity between the English and Chinese versions, the English version shall prevail.

Updated on 25 September 2024.

* Registered under the predecessor ordinance of the Companies Ordinance, Chapter 622 of the laws of Hong Kong