



WHARF

Established 1886

THE WHARF (HOLDINGS) LIMITED

Stock code: 0004

SUPPLIER CODE OF CONDUCT

Supplier Code of Conduct

Introduction

The Wharf (Holdings) Limited and its subsidiaries (collectively, “the Group”) is committed to sustainable development. We believe that engaging supply chains that share our commitment towards Environmental, Social and Governance (“ESG”) will result in a synergy to promote sustainable development.

The Group has developed the Supplier Code of Conduct (“Code”), which outlines the basic ESG requirements and expectations for our business partners, suppliers, contractors and service providers (collectively, “Suppliers”) to follow. Business Units may reference this Code to develop appropriate guidelines for Suppliers according to its business needs. This Code covers the following areas:

I. Legal and Regulatory Compliance

- Suppliers should comply with all applicable laws and regulations wherever they operate.

II. Business Ethics

- Suppliers should strictly forbid any form of bribery, extortion, fraud and money laundering, and anti-competition. Failure to comply with relevant laws and regulations may result in immediate termination of business contract and where applicable, legal action will be taken.

III. Whistleblowing

- Suppliers can raise concerns and report any suspected misconduct or malpractice without fear of suffering retribution via whistleblowing channel confidentially. (Please access Whistleblowing Policy & Procedures of the Group for more details.)

IV. Environment

- Suppliers should comply with all applicable environmental laws and regulations.
- Suppliers are encouraged to adopt environmental management system to assess and manage their environmental risks and continuously improve environmental performance.
- Supplier should pursue to reduce negative environmental impacts, such as greenhouse gas emissions and waste generation, of their operations.

V. Human Rights and Labour Practices

- Suppliers should not use child labour. Engagement of apprentice or interns who are under the legal age of employment should comply with applicable laws and regulations of the relevant jurisdiction.
- Suppliers should not use forced and compulsory labour in all forms and should forbid human trafficking in their operations.

- Suppliers should respect the rights of their employees concerning freedom of association and collective bargaining as long as they comply with all applicable laws.
- Suppliers should comply with applicable laws and regulations of working hours, rest days and leaves, and minimum wage of the relevant jurisdiction.
- Suppliers should treat their employees with dignity and respect. Suppliers should not tolerate any form of discrimination, harassment or violence against their employees at the workplace and in any work-related circumstances.
- Suppliers should comply with applicable laws and regulations of occupational safety and health and endeavour to provide a safe and healthy work environment. Proper training and protection should also be provided for their employees.

VI. Confidentiality and Data Privacy

- Suppliers should comply with applicable laws and regulations of data privacy.
- Suppliers who are authorised to have access to the Group's confidential information and customers' personal data should strictly follow the Group's procedures and requirements to handle, store and use such information and data.
- Suppliers should protect and safeguard the Group's confidential information and customers' personal data appropriately to prevent leakage.

VII. Communication of this Code

- Suppliers are informed of this Code and are expected to communicate this Code with their employees who are involved in business activities with the Group.

Note

This Code will be reviewed and updated from time to time to ensure its relevance and effectiveness. The latest version of this Code is posted on the website.

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