

CITY DEVELOPMENTS LIMITED
HUMAN RIGHTS POLICY

City Developments Limited (CDL) believes in upholding fundamental principles of human and workplace rights in places where we operate. We are guided by international human rights principles as described in the Universal Declaration of Human Rights, the International Labour Organization's Declaration on Fundamental Principles and Rights at Work and the United Nations Global Compact's principles on Human Rights. While CDL supports the Singapore government's policy and national legislation in protecting human rights through legal frameworks, we pride ourselves as a leader of corporate social responsibility, and are committed to respecting human rights in all aspects of our stakeholder engagement such as fairness in our employment practices, non-discrimination, fair compensation, as well as workplace health and safety within our developments.

I. Purpose

The policy outlines CDL's responsibility to uphold and protect the human rights of individuals working in CDL and the communities where we operate. We strive to contribute positively and ensure that human rights are understood, observed and respected as far as is reasonably practicable.

II. Application

This policy applies to all employees within CDL. Where we do not have a controlling interest, we will encourage our stakeholders, including business partners, contractors, suppliers and joint venture partners to observe this policy.

III. Human Rights Principles

The following broad principles reflect the values that CDL upholds in our own operations, and we expect our stakeholders to follow the spirit and intent of these principles:

a) Workplace Diversity and Equal Opportunity

- i. We will provide just and favourable work conditions to our employees in an undiscriminating manner, and ensure that no discrimination is practised within the company.
- ii. The basis for recruitment, placement, training, compensation, and advancement is based on qualifications, performance, skills and experience. No employee shall be discriminated on the above due to ethnicity, religion, disability, gender or age.

- iii. We will maintain a workplace that is free from physical, psychological or verbal abuse, the threat of abuse and sexual or other harassments.
- iv. We will embrace diversity and inclusivity at the workplace and appreciate contributions made by all employees.

b) Upholding workers' welfare and well-being

- i. We strive to work with contractors in protecting the rights of foreign workers they hire to work on its sites, and ensure that workers are treated with dignity and respect.
- ii. We will put in place measures to ensure that our operations and that of our significant suppliers are not involved in unethical labour practices such as child or forced labour.
- iii. In instances where there are onsite workers' housing, we will work with contractors to ensure that dormitories and facilities equipped with basic amenities and all necessary measures to provide safe, clean, healthy and dignified living and working conditions are adhered to.

c) Prohibit Child Labour

We will adhere to minimum age provisions of applicable laws and regulations, being consistent with the United Nations Convention on the Rights of the Child and the relevant standards under the International Labour Organization. We are committed to ensuring that no young children are employed directly by CDL or our contractors.

c) Employee Rights

- i. Safe and Healthy Workplace

CDL prohibits the use of all forms of forced or bonded labour, slave labour and any form of human trafficking. We will provide a secure, safe and healthy workplace in compliance with local workplace safety and health legislations. We will maintain a productive workplace by minimising the risk of accidents, injury and exposure to health risks. All employees shall receive the necessary health and safety training for their line of work. In accordance with our whistleblowing policy, employees can provide feedback to management through our whistleblowing hotline without fear of reprisal or retaliatory action.

- ii. Salary and Benefits

We will compensate employees relative to the industry and local labour market. We will operate in full compliance with applicable wage, work hours, overtime and benefits laws and offer employees

opportunities to develop their skills and capabilities, and provide advancement opportunities where possible.

iii. Work Hours

The working hours of CDL employees shall comply with applicable laws. Recognising the need for employees to balance their working life with other interests and responsibilities, we will offer flexible working hours as far as is reasonably practicable within the constraints of effectively running the business.

iv. Freedom of Association and the Right to Collective Bargaining

We respect our employees' right to join or form a labour union without fear of reprisal or harassment. We shall not discriminate against employees' legal bargaining representatives. National and other applicable laws and regulations concerning an individual's freedom of association shall be complied with at all times.

IV. Responsibilities

Heads of Division / Departments are accountable for compliance with the Policy. They are to establish appropriate responsibilities and procedures within their business units. The Chief Sustainability Officer, Head of Human Resources or Head of Internal Audit (or via CDL Whistle-blowing channel) are to be informed of any issues or violations arising in places where we operate.

We expect employees to maintain the highest standards in conformity with these principles. Disciplinary measures shall be enforced against any CDL employee who is in breach of these human rights principles.

If employees have concerns about any instance of malpractice, human rights abuses or discrimination, they have a responsibility to raise them through their reporting manager in accordance with the CDL Grievance Management Policy or, if this is not practical, via the confidential whistleblowing hotline at the earliest possible opportunity.