



**恒基兆業地產有限公司**

**HENDERSON LAND DEVELOPMENT COMPANY LIMITED**

Incorporated in Hong Kong with limited liability  
(Stock Code : 12)

## **ANTI-DISCRIMINATION POLICY**

### **Purpose**

Henderson Land Development Company Limited (the “Company”) and its subsidiaries (collectively the “Group”) are committed to creating and encouraging an inclusive and supportive working environment that is free from all forms of discrimination on the basis of race, ethnicity, nationality, gender, creed, religion, age, disability, family status, sexual preference or position (collectively “Protected Characteristics”).

### **Scope**

The Group defines discrimination as the unequal treatment of an employee or someone during the course of the Group’s business or the use of unequal power dynamics to influence someone’s behaviour due to his/her status as having the Protected Characteristics. This Policy applies to interactions with employees, customers, contractors, suppliers and applicants for employment, and any other interactions where employees represent the Group.

### **Prevent Discrimination**

Employees are expected to:

- contribute to a positive work environment that values diversity and foster a harmonious culture in the workplace regardless of individual differences;
- behave with courtesy and respect towards everyone encountered in the course of business;
- reject all forms of hatred, violence, discrimination, intolerance, harassment and bullying towards individuals or groups based on the Protected Characteristics in all business dealings; and
- fully comply with applicable employment and other laws and must not tolerate unlawful discrimination, harassment or other breaches of applicable laws.

### **Complaints**

Any complaints made by employees concerning the above matters shall be handled by the Human Resources Department under the relevant grievance procedures.

### **Review of this Policy**

The Company will review this Policy from time to time as appropriate, and in any event, once every three years.