



Power Assets Holdings Ltd.
電能實業有限公司

Human Rights Policy

February 2021



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1. Policy Statement

- 1.1 Power Assets Holdings Limited (together with its subsidiaries, the “Group”) strives to respect and promote human rights. The Group aims to help increase the protection and enjoyment of human rights within the communities in which it operates. Respect for human rights is a fundamental value of the Group.
- 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, Modern Slavery and Human Trafficking Statement and Supplier Code of Conduct which set out the Group’s expectations with regards to respect for human rights, including labour rights, for its employees and workers in the Group’s extended supply chain.

2. Approach

- 2.1 This Policy is guided by international human rights principles encompassed by the Universal Declaration of Human Rights, including those contained within the International Bill of Human Rights and the International Labour Organisation’s 1998 Declaration on Fundamental Principles and Rights at Work. In addition, the Group also respects the international human rights principles under the United Nations Guiding Principles on Business and Human Rights.
- 2.2 The Group recognises that it is part of the communities in which it operates. It conducts appropriate due diligence and engages with communities on human rights matters that are important to them, such as access to water and land rights. It also engages with people in those communities, including indigenous people as well as other vulnerable and disadvantaged groups. The Group aims to ensure through dialogue it listens, learns and considers the views of the communities in which it conducts its businesses.
- 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 and 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 or mental 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 representative of Human Resources Services is the key point of contact for communications with their representatives.

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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