



Power Assets Holdings Ltd.  
電能實業有限公司

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# Sustainability Policy

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## 1. Sustainability Statement

Power Assets Holdings Limited (together with its subsidiaries, the “Group”) strives to achieve sustainable development in its energy businesses in strategic international markets by managing key sustainability risks and unlocking opportunities to create long-term value for its businesses and stakeholders. It aspires its operating businesses to be world-class energy suppliers providing safe, reliable, affordable and environmentally-friendly electricity and gas supplies to meet the long-term energy needs of the communities it serves.

The Board is accountable for overseeing the management’s implementation of the Group’s sustainability efforts.

## 2. Scope of Application

This Policy applies across the Group and aims to provide clear and comprehensive guiding approaches on sustainability practices to all of our operations. Each operating company should follow the guidance in this Policy to develop its own approach and practices that are most appropriate to its operations and location. For joint ventures and associates, the Group will exercise its influence to promote their adoption of sustainability policies consistent with these approaches.

At the same time, all Group companies should encourage their business partners, such as consultants, agents, suppliers and contractors, to have sound sustainability practices and performance and develop guides for their improvements.

Every employee should be fully aware of the guidance in this Policy and put it into practice in daily operations.

## 3. Approach

The Group sees sustainability as obligations as well as opportunities. Sustainability practices are embedded across all operations of the Group, and form the bases upon which the Group manages its businesses and stakeholders. The Group tasks itself to deliver the following:

### *The Business*

- To secure a stable return and deliver long-term values for its shareholders, the Group focuses on sustainable development of its businesses and the communities in which it operates and integrates sustainability considerations into its business decisions.
- The Group strives to achieve a high standard of corporate governance and emphasises a quality board, sound internal control, transparency and accountability to all stakeholders.



- Across all businesses, the Group is committed to complying with all relevant and applicable laws within its operational frameworks.
- The Group conducts its business with uncompromising integrity. Every member of the Group – directors, executives, managers, employees and business partners – has a duty to comply with all applicable laws and adhere to the highest standard of business ethics.
- The Group operates in a way that safeguards against unfair business practices.

### ***Human capital***

- The Group's success through excellence depends on the performance of its employees at every level. The values the Group inculcate in its employees are: candour, courtesy, an ability to deal with change and respect for humanity, personal dignity and privacy.
- The Group is an equal opportunity employer and strictly adheres to non-discriminatory employment practices and procedures. It is also committed to providing a diverse and inclusive workplace that respects the wide-ranging values, customs and traditions in its diverse workforce in different operating markets and fosters individual growth and achievement of business goals.
- The Group upholds a high standard of business ethics and personal conduct of its employees. Every employee is required to strictly follow the Group's Code of Conduct which covers the professional and ethical standards in conducting business.
- The Group believes in the benefits of providing a positive work environment where people can grow. It offers a wide range of training and development programmes and interest courses and activities.
- The Group maintains proper systems to ensure internal equity in and external competitiveness of staff remuneration and recognition.
- The Group cares for the health and safety of our employees and is committed to providing a safe workplace for all its employees, complying with or exceeding requirements of applicable health and safety laws and regulations. Safety and health considerations are integrated in the design, maintenance and operations of the Group's facilities. The Group also assists its employees to develop their talents in an engaged workplace and cares for them and their families.
- The Group seeks to protect the well-being of our staff and encourage a



healthy work-life balance and offer flexible work arrangements.

### ***The Environment***

- The Group is committed to supporting local government policies and efforts to combat climate change and achieve the goals set by the United Nations Framework Convention on Climate Change.
- The Group places great importance on our responsibility to the environment and complies with or exceeding requirements of relevant laws and regulations to control greenhouse gas emission, discharges into water and land, and waste generation and minimises the environmental impact of its operations.
- The Group implements an environmental management system to monitor and manage the environmental impact arising from its operations. Where applicable, targets are set and regularly reviewed, and results are assessed to ensure the efficiency and effectiveness of the control measures.
- The Group implements various initiatives to monitor and manage the use of resources, including energy, water and other raw materials. Operating companies with high consumption of energy, water and/or raw materials are required to formulate policies and control measures for the efficient use of these resources.
- The Group supports the move to a low-carbon future through embracing innovation in its operations. Environmentally-friendly energy source and technologies with potential commercial applications are to be actively developed and adopted where possible. Support for conservation and environmental protection programmes are encouraged and provided. Efforts will be regularly reviewed to ensure their effectiveness.
- Please also refer to the Group's Environmental Policy for more details.

### ***The Community***

- The Group undertakes a wide range of philanthropic efforts (such as financial, material, manpower and/or corporate expertise support) as well as community initiatives that are catered to the needs and benefits of the communities where it operates. Focus of the Group's community initiatives include education, medical, health and elderly care, arts and culture, sports and disaster relief as well as employee volunteerism.
- Donations and contributions are subject to internal compliance guidelines and controls so as to safeguard stakeholder and shareholder interests.



- The Group encourages its employees to join volunteer programmes and play a positive and active role in the communities where they live and work.

### ***Value Chain***

- The Group strives to apply sustainability considerations throughout the value chain, and manages environmental, social and governance risks by developing procedures and implementing management systems to identify and mitigate supply chain risks.
- The Group supports human rights and exercises due diligence throughout the supply chain to identify, prevent and address actual or potential human rights impacts resulting from its own activities or the activities of those with which we have business relationships. It will consider carefully before trading with, or investing in, countries which do not adhere to the Universal Declaration of Human Rights.
- The Group encourages its suppliers and business partners to adhere to high ethical and sustainability standards, and has developed its Suppliers Code of Conduct as a guide on its expected standards in areas such as ethics, human and labour rights, health and safety and environmental performances. The Group may terminate its business relationship with any supplier or business partner which fails to conform to such standards.
- The Group is committed to delivering quality and professional services and putting customer needs at the core of its businesses. It seeks to understand and address the needs of its customers through innovative and caring services, and invests in technologies and innovative solutions to enhance customer experience, communication, health and safety, privacy and protection in its business operations.

## **4. Sustainability Review, Reporting and Disclosure**

Recognising that stakeholder expectations will evolve, the Group regularly reviews its business operations and proactively engages in communication with stakeholders to identify and respond to emerging issues, all with the view to continually strive for improvements to its sustainability performance.

In tandem, the Sustainability Committee regularly reviews the sustainability practices and performance and reports to the Board. The Group reports its sustainability performance annually in its Sustainability Report.