



# Yuexiu Property Co., Ltd. Employee Rights Protection Policy

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## Introduction

Yuexiu Property Co., Ltd. (hereinafter referred to as "Yuexiu Property") as a leading real estate developer in China, is committed to achieving excellence in all aspects, especially in terms of employee rights protection. To this end, we have formulated an employee rights protection policy to ensure that all employees, partners, and those employed in our supply chains are protected when interacting with Yuexiu Property.

## Scope of Application

This policy covers all business activities of Yuexiu Property and its subsidiaries and affiliated companies. In addition, Yuexiu Property also recommends and encourages our partners, suppliers, and other business partners to adopt similar policies and measures.

## Integration into Strategy

Yuexiu Property ensures that employee rights are considered in strategic decision-making, planning, and implementation, making it an integral part of the company culture.

## Strict Compliance with Regulations

Yuexiu Property is committed to not only meeting regulatory requirements but also striving to be a leader in employee rights protection within the industry.

## Risk Management

Continuous risk assessment and feedback loops ensure that Yuexiu Property can quickly adapt and resolve any emerging employee rights issues.

## Diversity and Inclusion

Yuexiu Property aims to create an equal and supportive working environment for all employees and prohibits any discrimination or harassment based on age, gender, sexual orientation, family status, disability, race or ethnicity, nationality, religious or political beliefs in hiring, compensation, promotion or training at our workplace.

## **Labour Compliance**

Yuexiu Property follows the Universal Declaration of Human Rights, the Voluntary Principles on Security and Human Right, the Guiding Principles on Business and Human Rights, the International Labour Organization (ILO) Standards and other relevant national laws. We prohibits child labour or forced labour throughout our operations and any forms of engagement in human trafficking.

## **Transparency and Accountability**

Through open and transparent reporting, Yuexiu Property demonstrates its progress and commitment to stakeholders in the area of employee rights protection.

## **Continuous Self-assessment**

Regular internal audits and external assessments ensure that Yuexiu Property is always on the right path.

## **Health and Safety**

Yuexiu Property aims to provide a safe and healthy work environment for all employees and partners at our workplace, and to improve our health and safety management systems continuously with a view to achieving zero harm.

## **Freedom of Association**

Yuexiu Property highly respects our employees' right to form, join or not join labour unions in accordance with national laws, and established Yuexiu Property Labour Unions for the participation of all employees.

## Monitoring and Regular Review

The Board of Directors and ESG Committee are responsible for managing and guiding Yuexiu Property's practice of employee rights, discussing and reviewing relevant risks and opportunities at least every year. Employee rights practices and initiatives will be disclosed on the company's website and in the ESG report.

Yuexiu Property recognizes that a truly successful company is not only about economic benefits, but also about its positive impact on society and its responsibility to its stakeholders. Yuexiu Property's Employee Rights Protection Policy is not just a document, but a practical guide to our commitment to each individual.