



新創建 NWS

NWS Holdings Limited

新創建集團有限公司*

(incorporated in Bermuda with limited liability)

Health and Safety Policy

* *For identification purposes only*

Introduction

This Health and Safety Policy (“Policy”) outlines the commitments of NWS Holdings Limited (“NWS”) on occupational health and safety (“H&S”) and its approach in fostering a healthy and safe workplace for our employees by minimising H&S risks as far as practicable.

Scope of Application

This Policy applies to NWS and its subsidiaries, collectively referred to as the “Group”. It applies to all NWS’ stakeholders including employees and service providers (e.g. contractors, suppliers, etc.) on premises at the corporate office as well as the subsidiaries. Those with a higher exposure to H&S risks should consider adapting this Policy to suit their specific contexts and needs.

Commitments

Under this Policy, we are committed to

- complying with all local laws and regulations related to H&S where the Group operates;
- communicating this Policy to all employees and service providers (e.g. contractors, suppliers, etc.) and providing guidelines or training and development specific to their job requirements;
- assessing the H&S performance of service providers on a regular basis;
- providing employees with office equipment taking ergonomics into consideration;
- engaging employees and service providers to improve their H&S practice through information sharing and soliciting feedback for continuous improvements to enhance awareness about health and safety issues to prevent occupational disease;
- ensuring the implementation of proper systems on H&S-related incident reporting (including service providers), in-depth analysis and documentation across all operations;
- incorporating H&S risks into our enterprise risk management; and
- providing sufficient resources to enforce implementation of this Policy with regular reviews.

Monitoring and Reporting

- incidents shall be reported and followed-up timely with preventive and corrective actions for future improvements;
- reporting H&S performance in the Environmental, Social and Governance Management Task Force at the subsidiary level;
- reporting H&S performance at the ESG Committee Meeting; and
- disclosing key and relevant H&S metrics in the annual Sustainability Reports.

Review of the Policy

The review of this Policy shall be conducted every two years or more frequently as and when needed. Where there are any discrepancies or differences of interpretation in the Policy between English text and Chinese translation, the English version shall prevail. If there are any questions about the contents or application of this Policy, please email to nwsadministration@nws.com.hk.

Version Control

Effective Date	Description	Approved by
23 June 2020	Revision 0	Sustainability Committee
2 December 2021	Revision 1 - Updated contents under Commitments	Sustainability Committee
11 April 2024	Revision 2 - Updated the name of the ESG Management Task Force	ESG Committee

References

1. [ESG Policy](#) – NWS
2. Corporate Policy on Staff Responsibility – NWS
3. ISO 45001 Occupational Health and Safety Management System documentation – Hip Hing Construction Group