

Shimao Group Policy on Human Rights

Shimao Group (the “Company”) comply with and respect national guidelines and laws on human rights in conducting business relationships. The Company also comply with the same human rights standards as contractors, suppliers and business partners. For conflict-affected and high-risk environments, the Company will pay greater attention to the importance of human rights.

The Company is committed to comply with national labor laws and regulations, internationally recognized labor standards, and other applicable international conventions, and to continuously improve working conditions and employee welfare. We make the following affirmations:

1. Comply with labor, health and safety, environmental laws and regulations as well as relevant international standards in places where we operate.
2. Prohibit use of child labor, forced labor and prison labor, furthermore not accept any supplier or subcontractor that uses child labor or forced labor.
3. Respect the freedom of employees and prohibit any form of forced labor.
4. Protect the environment. Provide safe and healthy working and living conditions, Ensure the safety and health of all employees.
5. Promote labor-management cooperation. Respect employees' freedom of association, right of collective bargaining and peaceful assembly.
6. Provide an equal and fair work environment. Making decisions on labor matters such as hiring, compensation, training, promotion, demotion or retirement based on individuals' working capability and the Company's job requirements, rather than on race, nationality, religion, disability, social class, gender orientation, union membership or government affiliation. Prohibit any form of discrimination.
7. The Company provides an open and challenging work environment for employees. All employees, regardless of nationality, race, religion, gender or age, will be given equal opportunities in hiring, training, promotion, transfer, compensation and benefits. The Company will use established standards to measure employee performance, ensuring that employees are appropriately recognized and rewarded for good performance.
8. Reasonable arrangement of work production schedule. Reasonable arrangement of employees' working hours and rest time.
9. Respect the basic human rights of employees and prohibit any form of insult to personal integrity.
10. Provide reasonable wages and benefits. Pay five social insurances and one housing fund in accordance with national regulations. Promises not to pay less than the minimum wage required by laws and regulations.

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11. The Company promises to put people first and pay attention to employees' safety and health.
 12. The Company respects employees' individual uniqueness and entitlements. We encourage fair competition and cooperation in the work environment. We also expect our employees to make the best use of their positions, grow with the Company and create a better future together.
 13. The Company will keep employees informed of all matters that concern them, including Company's goals, guidelines, performance and policies. Open communication helps build mutual trust and respect between the Company and employees. Employees can utilize various communication channels, provided by the Company, to give suggestions and comments to their supervisors

This policy is updated every three years. It can be reviewed and updated as appropriate when necessary.