



MAPLETREE GROUP HUMAN RIGHTS POLICY

1. PURPOSE & SCOPE

- 1.1. The purpose of this policy is to formally document Mapletree Group's ('Mapletree') long-standing commitment to respect internationally recognised human rights.
- 1.2. This commitment applies to all Mapletree employees. Mapletree encourages its other stakeholders, including its contractors, suppliers and business partners, to adhere to the provisions of this policy.

2. MAPLETREE'S COMMITMENT

- 2.1. Mapletree is committed to being a responsible global business, and respecting the rights inherent to all human beings, including the rights set out in the Universal Declaration of Human Rights and the principles concerning fundamental rights set out in the International Labour Organization's Declaration on Fundamental Principles and Rights at Work. Mapletree is also guided by the United Nations Guiding Principles on Business and Human Rights.
- 2.2. In addition to complying with all applicable laws and regulations in the countries in which it operates, including those pertaining to human rights, Mapletree:
 - a) Upholds fair and favourable employment practices
 - b) Supports workplace diversity and equal opportunity
 - c) Safeguards the health and safety of employees and stakeholders at Mapletree properties
 - d) Respects the right to collective bargaining and freedom of association
 - e) Prohibits unethical labour practices such as child labour, forced or compulsory labour, modern slavery and human trafficking.

3. POLICY BREACHES

- 3.1. Mapletree employees have a responsibility to report any human rights abuses and disciplinary measures may be enforced against any Mapletree employee who is in breach of these human rights principles.
- 3.2. Non-compliance/breaches can be reported with reference to Mapletree's:
 - a) Whistleblowing Policy, which provides an avenue for employees and external parties to raise concerns about illegal, unethical or otherwise inappropriate behaviour, and is available on the Mapletree Intranet and referred to on Mapletree's website. For queries or to make a report, please write to reporting@mapletree.com.sg.
 - b) Grievance handling mechanisms, which specify internal procedures for escalating work grievances to a higher level of management and to the Human Resource department. Mapletree staff should refer to the Employee Grievance Handling Form available via the Mapletree Intranet.

4. QUERIES

- 4.1. For queries on this policy:
 - a) Mapletree staff can contact Group Human Resource
 - b) External parties can email enquiry@mapletree.com.sg.