



## ESG Policy

**Dah Chong Hong Holdings Limited** ("the Group") values sustainable development and is committed to fulfilling social responsibility. We integrate environmental, social and governance (ESG) considerations into our business operations to achieve a sustainable business model and promote sustainable development.

### **Compliance and Commitment:**

- The Group is committed to complying with all relevant laws and regulations related to ESG and sustainable development. We continuously monitor and improve our performance to exceed legal compliance and minimize relevant risks.

### **Scope of the Policy:**

- This policy applies to all business units within the Group. In case of conflict or inconsistency with local laws, regulations, or standards, amendments will be made to ensure compliance with both local and Hong Kong laws.
- This policy serves as the overall commitment and development guideline for the Group's ESG efforts. All business units should adhere to this policy and, when necessary, develop their own policies based on it to support the Group's sustainability objectives more effectively.

### **Environmental Commitment:**

- Strictly comply with all local environmental laws and regulations and actively align with various international environmental standards.
- Actively reduce the negative environmental impact of daily operations and minimize the carbon footprint of business activities.
- Manage waste properly, increase recycling efforts, and conduct regular inspections to continuously improve waste management and recycling performance.
- Invest in renewable energy to replace fossil fuels and reduce carbon emissions from energy usage.
- Organize activities and initiatives to raise awareness among staff, suppliers, and the general public to collectively achieve environmental protection.
- Enhance the environmental performance of our products and reduce carbon emissions throughout their life cycle.
- Implement green procurement practices by considering environmental protection as a major factor in procurement decisions. Communicate with suppliers and service contractors to encourage green purchasing.
- Continuously improve our environmental management system, align with international standards, and obtain relevant certifications.
- Actively respond to climate change risks by identifying physical and transitional risks and implementing feasible measures to mitigate them.



- Minimize the negative impact on biodiversity and seek to contribute a net-positive impact on the surrounding environment.

**Social Responsibility Commitment:**

- Provide a safe and healthy environment for staff, guests, and the general public. Comply with all local safety and health laws and regulations, develop a safety management system with continuous improvement mechanisms, and obtain relevant certifications.
- Ensure our products and services are safe, reliable, and adequately supplied to support societal prosperity and stability.
- Protect the information security of guests, staff, and the general public by implementing appropriate measures to prevent information leakage and securely store important and confidential information.
- Strive to provide equal employment opportunities and ensure recruiting practices comply with equal opportunity and non-discrimination principles.
- Strive to help staff achieve work-life balance, work healthily and happily, provide adequate training opportunities for continuous development and nurturing talents for the society and the Group.
- Develop mutually beneficial relationships with business partners and stakeholders.
- Respect human rights and adopt measures to protect the rights of all individuals, preventing any exploitation of human rights.
- Oppose child labour and forced labour practices, and refuse to collaborate with any individuals or groups involved in such activities.
- Invest in the community, to serve and develop the society with the public.
- Refuse to sell non-genuine products, including pirated and counterfeit goods, and respect intellectual property to facilitate progress.

**Corporate Governance Commitment:**

- Ensure all staff, including management, comply with local laws and regulations.
- Ensure work processes within the Group are fair, ethical, and comply with the Group's code of conduct.
- Uphold business ethics and integrity, continuously improving ethical performance to exceed societal expectations.
- Enhance the corporate governance framework, increase transparency, and welcome feedback on company management.
- Perform compliance risk assessments to identify and mitigate risks through various measures. Conduct internal audits to discover and rectify non-compliance and potential risks.
- Organize anti-corruption seminars to promote awareness and maintain the Group's integrity.
- Increase preparedness for emergency situations through staff training, regular drills, and the development of emergency response procedures.



**Continuous Enhancement:**

- The Environmental, Social and Governance Working Group will assist in coordinating business units and departments to participate in and support ESG initiatives.
- Continuously monitor, collect, and analyse ESG performance to implement strategies and measures for relentless improvement.
- Establish platforms for staff to express their ideas and opinions on ESG with real name or anonymously, ensuring no retaliation or unfair treatment for their contributions.

**Review and Improvement:**

- The policy will be reviewed annually or as deemed appropriate. The Group will regularly collect staff feedback, communicate with stakeholders, and amend the policy to ensure its effectiveness, feasibility, and sustainability.

**Last Update Date:** 08 May 2025

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