



# **Asia Green Real Estate AG**

---

## **Human Rights Policy**

*December 2022*

---

## **I. Introduction**

This Human Rights Policy (the “Policy”) stipulates the essential elements pertaining to commitment of Asia Green Real Estate AG (“Asia Green” or the “Company”) to meet its responsibility to respect and promote international human rights. Respect for human rights is a core value of Asia Green’s business activities. Based on it, Asia Green is committed to respecting and supporting the internationally recognized human rights and dignity of the stakeholders within its operations and in communities where it does business.

Asia Green’s approach to human rights is based on:

- The United Nations Universal Declaration of Human Rights
- The United Nations Guiding Principles on Business and Human Rights
- Declaration of the International Labor Organization on Fundamental Principles and Rights at Work 1998
- OECD Guidelines for Multinational Enterprises

## **II. Human Rights Policy**

The Policy at hand demonstrates Asia Green’s commitment to support and promote human rights that benefit all stakeholders, including its employees, investors, business partners, shareholders, members of the board and communities in which it operates.

### **Ethical Business Conduct**

As detailed in Principle 2 of Asia Green’s Code of Conduct, the Company is committed to the highest standards of business ethics, which govern the conduct of its business operations for all employees. All business activities are conducted with honesty and integrity and in full compliance with the local laws and regulations.

### **Employee Rights**

Employees of Asia Green shall be treated with integrity and respect. The Company promotes a work environment of transparency and trust. It compensates its employees competitively and operates strictly in compliance with laws and international labour standards applicable to wage ranges, work hours, overtime and various fringe benefits.

### **Diversity and Inclusion**

Asia Green supports and encourages diversity and inclusion within its business and organizations, with which it does business by maintaining workplaces that are free from discrimination or harassment on the basis of race, sex, color, national or social origin, ethnicity, religion, age, disability, sexual orientation, gender identification or expression, political opinion or any other status protected by the applicable law.

Asia Green is committed to the protection of women’s rights and to providing equal employment opportunities for all employees, eliminating all discriminatory practices and promoting a work environment that is free from harassment, violence and intimidation.

Asia Green strives for and fosters a workplace free of harassment and discrimination. Asia Green has zero tolerance for sexual harassment in the workplace. Sexual harassment includes:

- Misuse of Authority: Decisions are based on an individual's willingness to grant or deny sexual favors (e.g. demanding sexual favors in exchange for a promotion, or raise).
- Hostile Environment: Verbal or physical conduct of a sexual nature which has the purpose or effect of substantially interfering with an individual's work performance or creating an intimidating, hostile, or offensive work environment.

### **Health and Safety**

Asia Green strives to provide each employee with a safe and healthy work environment. Each employee has the responsibility for maintaining a safe and healthy workplace for all employees by following applicable environmental, safety and health rules and practices and reporting accidents, injuries and unsafe equipment, practices or conditions. Violence and threatening behavior are not permitted.

### **Forced Labour, Child Labour and Human Trafficking**

Asia Green is committed to preventing and prohibiting any kind of forced labour, including all forms of modern-day slavery or human trafficking. Asia Green does not engage in or condone the unlawful employment or exploitation of children.

### **Use of Agents, Representatives and Consultants**

Asia Green strives to cooperate only with agents, representatives, consultants, contractors, subcontractors, business partners, resellers, sales and marketing agents, or suppliers whose business practices and ethical standards met or exceeded the high standards of Asia Green.

### **Personal Identification Documents**

Asia Green prohibits practices that impede the possession of or unrestricted access to personal identification documents.

## **III. Coverage of the Policy**

The Policy applies to all employees of Asia Green Real Estate group of companies, namely:

- Asia Green Real Estate AG (Switzerland)
- Asia Green Shanghai Investment Consulting Limited (PR China)
- PT Asia Green Real Estate Limited (Indonesia)
- Asia Green Hong Kong Limited (Hong Kong SAR)
- Asia Green Singapore Limited (Singapore).

The Policy also applies to all investment projects of Asia Green S.A. SIF-SICAV (the "Fund"), managed by Asia Green. In case of any human rights issues, Asia Green is committed to working actively with the managers of these ventures and / or joint-ventures to resolve the issues in the most effective manner.

#### **IV. Implementation Mechanisms**

The Board of Directors of Asia Green is responsible for ensuring adherence to the above commitments and management of individual entities within Asia Green Real Estate group bears responsibility for overseeing implementation and ensuring that any breaches of the Policy are diligently investigated, evaluated and appropriate remediation measures are put in place.

#### **V. Review of the Policy**

Risk Management of Asia Green is responsible for annual review of the Policy under supervision of the executive management. Where no update is required, the Policy Statement will be applied consistently over time. Where an update of the Policy is required, the formal approval of the executive management of Asia Green is necessary.