



中國建築興業集團有限公司

CHINA STATE CONSTRUCTION DEVELOPMENT HOLDINGS LIMITED

(Incorporated in the Cayman Islands with limited liability)

(Stock Code : 830)

(the “Company”)

HUMAN RIGHTS POLICY

1. GOALS

- 1.1 The Company and its subsidiaries (collectively, the “Group”) are committed to respecting and promoting human rights. This Policy aims to solidify the corporate culture of respecting human rights, safeguarding the basic human rights of relevant stakeholders, and ensuring that they have access to equal rights, opportunities, and treatment.

2. SCOPE

- 2.1 This Policy applies to all business operations of the Group, including planning, design, construction, and operation at all stages. All directors, senior officers, and other employees of the Group (including full-time and part-time employees, collectively referred to as “employees”) shall comply with this Policy, as well as other related policies, guidelines, and codes of conduct.
- 2.2 The Group actively promotes compliance with this Policy among associates, suppliers, as well as partners in accordance with their respective business situations.

3. BASIS

- 3.1 This Policy respects and aligns with the principles outlined in the following international human rights treaties and initiatives:
- United Nations Universal Declaration of Human Rights, Global Compact, Sustainable Development Goals, Guiding Principles on Business and Human Rights, Convention on the Rights of the Child, Convention against Torture and Other Cruel, Inhuman or Degrading Treatment or Punishment; and
 - International Labor Organization Declaration on Fundamental Principles and Rights at Work.
- 3.2 This Policy forms an integral part of the Sustainability Policy and Employee Handbook of the Group.
- 3.3 The Group conforms to national and local laws. If these laws conflict with human rights standards, the Group will strive to balance both.

4. DIVERSITY, EQUAL OPPORTUNITIES AND ANTI-DISCRIMINATION

- 4.1 The Group provides equal opportunities to all employees on employment matters, including but not limited to recruitment, promotion and transfer, job assignment, rewards and benefits, training and development, termination, etc.
- 4.2 The Group is committed to creating a diverse and inclusive work environment. Discrimination or harassment based on age, gender, gender identity, sexual orientation, skin color, family status, disability, race, ethnicity, nationality, religion or union membership will not be tolerated.
- 4.3 Adhering to the principle of meritocracy, the Group determines recruitment, development, remuneration, and promotion criteria based on factors such as work commitment, work attitude, qualification, talent, skill, performance, working ability, and personal competence.
- 4.4 The Group is committed to fostering diversity within the team, respecting individual differences, and utilizing them as a driving force for the development of the Group.
- 4.5 Mechanisms are in place to report any incidents of discrimination or harassment in the workplace. These mechanisms ensure that all reports are dealt with fairly and appropriately.

5. LABOR STANDARDS

- 5.1 The Group respects human rights and strictly prohibits the use of child labor or forced labor in any part of our business, requiring employees and business partners to comply with relevant prevention and remedial measures.

5.1.1 Child labor prevention and remedial measures:

- Verifying the age of job applicants during the recruitment process and ensure that all employees hired have reached the local legal minimum working age;
- If child labour is found to be employed by mistake, terminating the contract immediately, returning them to their places of guardianship as soon as possible, and bearing all costs incurred in the process.

5.1.2 Forced labor prevention and remedial measures:

- Directly involving in or indirectly supporting any form of forced labor is prohibited, and ensuring that every employee works voluntarily;
- Collecting deposits or retaining identity documents of new and current employees is not allowed;
- The personal lifestyles of employees outside of work must be respected, and they must be able to leave the work and dormitory area freely during their spare time;
- Ensuring that employees can resign according to the requirements of their employment contracts.

- 5.2 The Group strictly prohibits the use of corporal punishment, threats of violence, or any other forms of physical, sexual, psychological, or verbal abuse as a means of enforcing discipline or exercising control in the workplace.
- 5.3 The Group prohibits human trafficking, as well as any form of trafficking of persons in business and supply chain activities.
- 5.4 The Group complies with the statutory requirements on minimum wages, minimum benefits and maximum working hours in the places where the Group operates, and provides a decent working environment and good working conditions.

6. UNIONS

- 6.1 The Group upholds freedom of association and the right to collective bargaining, and respects the rights and freedoms of employees to join, form, or refrain from joining unions in accordance with the law without fear of reprisal, intimidation, or harassment.
- 6.2 The Group will negotiate sincerely with the unions on issues related to common interests, including but not limited to terms of employment and labor relations, etc.

7. IMPLEMENTATION AND REVIEW OF THE POLICY

- 7.1 To ensure the effective implementation of this Policy, the Sustainability Committee of the Company (the “Committee”) is responsible for reviewing and overseeing the implementation of this Policy, and ensuring ongoing communication with relevant stakeholders.
- 7.2 The Committee will review this Policy from time to time and make revisions as necessary based on factors such as business changes, regulatory requirements, stakeholder engagement results, and the effectiveness of environmental, social and governance measures.
- 7.3 Any revisions of this Policy shall be approved by the board of directors of the Company.
- 7.4 This Policy is available on the website of the Company.

Note: If there is any inconsistency between the English and Chinese versions of this document, the Chinese version shall prevail.