



## HEALTH AND SAFETY

### Health and Safety Policy

We are committed to safeguarding the health and safety of our employees, those with whom we do business and the communities within which we operate. The Group's Health and Safety Policy aims to:

- Ensure health and safety standards are given prime consideration in the operation and management of our properties, for which we have developed a Safety Management Plan to ensure regulatory compliance
- Ensure employees at every level are committed to, and accountable for the delivery of the safety initiatives contained in this Plan, with a view to maintaining a vigorous and injury-free culture
- Provide employees with appropriate induction and external/internal training, as well as protective equipment in accordance with established procedures
- Encourage employees to engage actively in the Plan and to exceed and improve upon the safety measures that have been set
- Mandate our contractors, who are equally responsible for establishing their own organizational structure, work processes, supervision and training, to avoid or minimize risks to health and safety, particularly in the services they provide to us
- Conduct regular reviews of the Health and Safety Policy so that it reflects changes in the products, services and activities of the Company
- Raise further awareness through the use of third-party health and safety experts to conduct regular safety audits

<sup>1</sup> Number of occupational injuries divided by total workforce.

<sup>2</sup> (Accumulated number of accidents divided by accumulated monthly man-hour) x 100,000 hour

## Safety at Workplace



**In 2019, there were zero work-related fatalities and a 2% injury rate<sup>1</sup>, with a total of 175 lost days**

A large proportion of Hysan's employees are in the frontline Property Services. This division contributes significantly to the Safety Committee, which plays an important role in safety strategy development, implementation and review. The Committee reports to senior management on issues and plans. The main Safety Management Plan is complemented by regular third-party safety audits of buildings.

### Health and Safety Training

**In comparison to 2018, 11% more training hours on safety and health related topics were provided during the reporting year.** Training topics covered the latest work safety guidelines and requirements from the government, emergency handling procedures, and contractors' safety instructions. In addition, training needs analysis is regularly conducted to identify the gap between the required and current level of knowledge and skills, to explore ways to enhance safety awareness and to reduce potential occupational hazards in the workplace.

### Indoor Air Quality

An air filtering system has been installed in the central MVAC systems to remove dust particles, thereby improving indoor air quality for tenants and customers. All our office and retail buildings have continued to be recognized by the Hong Kong Environmental Protection Department's IAQ Certification Scheme with "Excellent Class" or "Good Class" certifications.

### Tai Po Residential Development

During the reporting period, the construction site had achieved 0% accident frequency rate<sup>2</sup>. The site continues to carry out daily morning session of safety briefings and bi-weekly safety induction training for all workers and contractors. Hysan has also engaged an external safety consultant to conduct bi-weekly inspections to the site and issue professional advice to the contractors for follow-up actions.