

# Human Rights Policy

As the general principles on human rights-related matters, which references the principles embodied in the United Nations Guiding Principles on Business and Human Rights, the International Labor Organization Declaration on Fundamental Principles and Rights at Work, and the United Nations Global Compact, this policy applies to Kum Shing Group Limited and all its local operating subsidiaries (collectively the “Group” or “we” ). All joint venture entities and business partners, such as sub-contractors, and suppliers of goods and services, are encouraged to make reference to the principles of this policy where applicable.

## **We pursue this commitment by:**

- Complying with all applicable laws and regulations relating to human rights topics.
- Respecting and protecting human rights in all aspects of employment, and strictly prohibiting the employment of all forms of illegal and forced labor, including child labor, illegal immigrants, prison labor and indentured labor, and any form of human trafficking in our operations and contracted business activities.
- Providing equal opportunity and prohibit all forms of discrimination and harassment in all aspects of employment.
- Providing a healthy and safe working environment for all employees and sub-contractors at our workplace in accordance with occupational health and safety regulations as well as the requirements of our clients and the Group.
- Respecting employees' civil liberties and freedom of speech, as well as their right to decide to form, join or not join associations and/or labor unions in accordance with the local statutory requirements.
- Responding promptly and appropriately to complaints of human rights violations suffered by employees in the course of employment or work, and encouraging employees to take the initiative to report human rights violations within the Group or by business partners to their heads of departments, human resources or senior management. Employees who make complaints or reports should not face any coercion, discrimination or retaliation.
- Contributing to the development of the communities where we operate in, and cooperating with stakeholders such as governments, regulators, industry associations, non-governmental organizations, suppliers, sub-contractors and employees on human rights issues relevant to our business operations.

Our directors and senior management are responsible for ensuring the effective implementation of this policy through regular reviews of the effectiveness and suitability of the practices and the fulfilment of the commitment and objectives.

This Human Rights Policy shall be well-comprehended by and communicated to all personnel working for or on behalf of the Group, who are encouraged to actively contribute to the improvement of our performance on human rights.

Rex Wong Siu-han, JP  
CEO  
1 April 2025