



FIRST PACIFIC COMPANY LIMITED

第一太平洋有限公司

(Incorporated with limited liability under the laws of Bermuda)

Website: www.firstpacific.com

(Stock Code: 00142)

HUMAN RIGHTS AND LABOR POLICY

This policy supports First Pacific's Code of Conduct (Code) and must be read in conjunction with the Code.

1. INTRODUCTION

First Pacific and our investee companies strive to do good for our communities wherever we operate. As a responsible corporate citizen, we care for our communities by contributing to long-term development and helping to address local needs.

2. POLICY

This Human Rights and Labor Policy outlines standards to ensure that all employees are treated with respect and dignity, are working under their own free will, and are being properly compensated for their effort. First Pacific is committed to upholding the protection of human rights of all workers where it is possible through our sphere of influence. We are committed to ensuring that we are not complicit in any human rights violations and hold our suppliers and partners to this same high standard via First Pacific's Supplier Code of Conduct. First Pacific supports and respects the principles proclaimed in the Universal Declaration of Human Rights and believes businesses should ensure that they are not complicit in human rights abuses.

SCOPE

This Human Rights and Labor Policy is intended to state the Company's position to all First Pacific employees and other stakeholders. First Pacific and our investee companies are committed to equal opportunity for all and have no tolerance for discrimination and harassment.

ELEMENTS

Freely Chosen Employment

Debt bondage: Forced, bonded or indentured labor; involuntary prison labor; slavery or trafficking of persons shall not to be used. All work will be voluntary at First Pacific.

No Underage Workers

Child labor is not to be used under any circumstances. All employees must meet the minimum age requirement set by local laws.

Minimum Wage, Hours and Benefits

Compensation paid to employees shall comply with all applicable wage laws, including those relating to minimum wages, overtime hours and legally mandated benefits.

Humane Treatment

There is to be no harsh or inhumane treatment, including any sexual harassment, sexual abuse, corporal punishment, slavery, mental or physical coercion or verbal abuse of workers, nor is there to be the threat of any such treatment.

Non-discrimination

We are committed to a workforce that is free of harassment and unlawful discrimination, including race, color, religion, national origin/extraction, gender, age, disability, sexual orientation, political opinion, social origin, gender identity, HIV/AIDS status, marital status, past or recent military status or any other status protected by the laws or regulations in the locations where we operate. In addition, First Pacific staff are required annually to complete unconscious bias training to raise self-awareness of implicit bias and provide tool and strategies to reduce discriminatory behaviors.

Dealing with Management, Freedom of Association and Collective Bargaining

We believe that employees' rights are best protected by allowing each employee to deal directly with management on issues of importance to that employee. We also respect the rights of employees to associate or not associate with third-party organizations, join or not join labor unions, seek representation, bargain or not bargain collectively in accordance with local laws.

Workplace Health and Safety

Employees are to be in a safe environment, protected from hazards of the job. Children under the age of 18 will not be employed in hazardous work. Where necessary, employees will be provided safety equipment as appropriate to the work being performed. Employees are to be provided with ready access to clean toilet facilities, potable water and sanitary food preparation, storage and eating facilities. The Human Resources Department has procedures and systems in place to manage, track and report occupational injury and illness.

Dated 24 August 2023

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