



**EZLAND POLICY**

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# **ENVIRONMENTAL – SOCIAL – GOVERNANCE (ESG) POLICY**

Responsible investment and development are 2 key priorities for EZLand (the “Company”). At EZ Land, we recognize the importance of the non-financial factors of Environmental, Social, and Governance (ESG) in our decisions and their impacts on our investment performance and long-term business sustainability.

As such, we are continuously working to review and incorporate the ESG metrics into our processes and procedures to reflect the Company’s ethics and principles. We believe that a responsible approach towards our projects, our stakeholders, including our employees, investors, vendors, and the local communities, the environment and society is essential to our success and the way we are doing business. We also seek to educate our employees and our stakeholders further on these ESG issues to strengthen our sustainability culture.

We strive to be a responsible corporate citizen in complying with industry standard ESG guidelines and best practices, and actively manage ESG considerations and risks effectively.

### **Environmental Policy**

As a developer of properties, EZLand is committed to managing and reducing the environmental footprint of our operations and our projects.

- Identify and track the environmental impacts associated with the Company’s activities and set targets to continually improve environmental performance and minimize negative impacts;
- Reject one-time use plastic items in the Company’s events such as plastic water bottles, plastic plates and utensils, plastic bags, etc;
- Encourage reuse and recycle as much as possible in providing sorting bins for the Company’s trash and having a pick-up program for the recyclables;
- Educate and enhance our employees’ awareness about environmental issues;
- Communicate our environmental commitment and policy to those with whom the Company works, including employees, contractors, suppliers, and customers;
- Use Energy Rating scheme such as ENERGY STAR to evaluate and purchase appliances and devices for our operation and projects;
- Use water-efficient fixtures that perform at least 20% better than baseline per EDGE standard for our operation and projects;
- Take into account environmental considerations in site analyzing and acquisition as well as procurement policy;
- Promote the use of environmentally friendly materials and technology in the design, construction, operation, and maintenance of the Company’s office and projects;
- Locally extracted materials;
- Waste management in construction site;
- Sourcing waste to recycle.

### **Social Policy**

EZLand considers our relationship with the local communities an essential component of our business strategy. We are committed to giving back to foster economic development in the community in which we operate.



For every new development project, we are committed to allocate 0.1% of our total project budget to various charitable support and partnerships with the non-profit organizations whose work is addressing the below social and environmental issues:

- Plastic Reduction
- Climate Change
- Wildlife Protection
- Habitat Preservation
- Gender Inequality
- Diversity and Inclusion
- Education
- Health and Wellness
- Arts and Culture

We encourage and provide opportunities for employees to offer their time and skills to serve the community through volunteer/service events in an effort to help solve social issues.

### **Governance Policy**

EZLand respects the fundamental human rights of our employees at the Company and also those of our supply chain, as outlined in our Human Rights policy, section 6 of our Code of Business Conduct. Some of the best practices we specifically consider are as below:

- No employee should be below the local legal minimum age;
- Workers should not be forced, bonded, indentured, or subjected to involuntary prison labor;
- Always be non-discriminatory (whether on grounds of gender, race or disability), and adopt equality and diversity in employment practices;
- Treat the employees with respect and dignity and provide a work environment that is free from unlawful discrimination and harassment.

EZLand also aspires to the highest standard of ethical conduct and we have a zero tolerance policy towards any violation of our Code of Business Conduct. We hold our suppliers to the same standards in their business practices and daily interactions.

- Always comply with both the letter and the spirit of the law, wherever it applies;
- No bribery or corruption;
- The management structures and policies reflect the need for transparency, accountability, and equality in the management of our businesses;
- Comply with the local legal minimum wages where applicable and are encouraged to follow local voluntary codes.

### **Safety and Welfare Policy**

The safety and well-being of our employees and those of our clients/contractors/vendors/suppliers are of the utmost importance to the Company.

EZLand is committed to provide adequate and safe working conditions and comply with applicable health and safety policies and laws. Our employees who perform work on site receive bi-annual training with regard to site safety and their own obligations with regard to ensuring the safety of themselves and other employees.



EZLand also requires our contractors to provide regular safety training to the site workers and adhere to our Health, Safety, and Environmental Requirements. The Company's goal is to achieve and maintain zero fatality and serious injury on our project sites.

In addition to providing employees with medical and social security insurance cover required under law, the Company also provides employees with supplemental private medical insurance, complementary benefits, including wedding coupons, birthday coupons, marriage coupons, childbirth coupons, supplementary medical insurance, condolence leave, mid-autumn gifts, etc. In summary, the comprehensive human resource management system, including the compensatory aspects, enhances the employees' overall welfare and encourages strong performance.

