

	Sustainability
	<b>HUMAN RIGHTS POLICY</b>

Hektar Real Estate Investment Trust (“Hektar REIT”) owns a retail-focused property portfolio in Malaysia managed by Hektar Asset Management Sdn Bhd (“HAMSB”). Our business activities include the acquisition of retail, hospitality and educational properties primarily in Malaysia, as well as the operations and facilities management of Hektar REIT’s existing portfolio assets through the property manager, Hektar Property Services Sdn Bhd (“HPSSB”).

## 1. Scope and Applicability

At Hektar REIT, we conduct our business with respect by committing to uphold and promote human rights in all aspects of our operations. Human rights are rights inherent to all human beings, regardless of race, sex, nationality, ethnicity, language, religion, or any other status.

Hektar REIT is committed to uphold and promote the fundamental principles of Human Right at work as defined by the Employment Act 1955 (revised 2022), The Child Act and other related Acts enforced in Malaysia and is guided by the following publications:

- a. United Nations Guiding Principles on Human Rights;
- b. The Universal Declaration of Human Rights; and
- c. The International Labour Organisation’s Declaration of Fundamental Principles and Rights at Work.

This policy outlines the principles and guidelines that govern our interactions with all employees and those in our supply chain. This covers full-time, part-time, temporary, and contract workers, contractors, suppliers, business partners, and any other entities associated with Hektar REIT, HAMSB and/or our property manager, HPSSB. It encompasses all activities and operations undertaken by our organisation where we operate locally.

## 2. Commitment

Hektar REIT via HAMSB and HPSSB, recognizes and supports our employees, stakeholders and the communities that we operate in through our commitments which includes but not limited to:

### 2.1 Freedom of Association and Right to Collective Bargaining

We recognise the right of employees to form and join trade unions or other organisations of their choice and to collective bargaining. Where the right to freedom of association and collective bargaining are restricted under law, parallel means of independent and free association and bargaining should be made available to all such employees.

## 2.2 Elimination of Forced and Child Labor

We strictly prohibit any form of forced or child labour, including human trafficking, or any work performed under coercion or duress. We will provide a work environment that respects human rights and ensures all employment is voluntary. We will comply with applicable laws and regulations regarding the minimum age of employment, promote access to education for all children, and support programs aimed at preventing and eliminating child labour.

## 2.3 Equal Opportunities, Diversity and Inclusion

We promote equal opportunities and prohibits discrimination based on race, colour, gender, religion, disability, age, sexual orientation, or any other protected characteristic. We will ensure fair and equitable treatment in all aspects of employment, including recruitment, hiring, promotion, training, and remuneration.

## 2.4 Eradicating any form of Harassment or Abuses

We will maintain a workplace that is free from physical, psychological or verbal abuse, the threat of abuse and sexual or other harassments. We provide a conducive working environment that is characterized by equality and mutual respect. We have established a grievance mechanism policy that allows employees to report any concerns or violations related to HAMSB and HPSSB's Code of Conduct without fear of retaliation.

## 2.5 Workplace Health and Safety

The health and safety of our employees is of paramount importance, and we strive to provide safe and healthy working conditions compliant with applicable health and safety laws and regulations. We strive for a 'Zero Harm' environment for our employees and encourage contractors, suppliers and tenants to achieve the same.

We maintain a program of regular education and training on health and safety to ensure employees are equipped to identify and manage potential risks in their workplaces. We are committed to engaging with our employees to continually improve health and safety performance in our workplaces, including the identification of hazards, risk assessments and mitigating high risk to ensure a safer work environment. Please refer to our Safety and Health Policy Statement for further details.

## **3. Implementation**

Hektar REIT, via HAMSB and HPSSB's respective Human Resources functions, shall ensure to uphold the Policy on Human where we will:

- 3.1 Communicate this policy to all employees, contractors, suppliers and tenants and other relevant stakeholders, where required, in appropriate languages to ensure awareness and understanding of their rights and obligations.

3.2 Conduct regular assessments to identify and address any potential violations within our operations or supply chain, to ensure its effectiveness and adoption and taking appropriate remedial actions.

Employees who have questions about this policy, or observe a possible violation of this Policy in our own operations or in our supply chain are encouraged to raise their questions and concerns immediately to their respective Head of Department, the Human Resources department or Senior Management team via our Grievance Redress Mechanism.

We are committed to ensuring that everyone can raise concerns anonymously, freely, without fear of reprisal or intimidation, and that any issue(s) raised is responded with the appropriate corrective actions in a timely manner in accordance with the Company's grievance procedures.

#### **4. Company Contact**

Questions with regards to this Policy can be raised via email to [whistleblowing@hektarreit.com.my](mailto:whistleblowing@hektarreit.com.my).

#### **5. Endorsement and Review**

Hektar REIT's Human Rights Policy has been approved and endorsed by the Executive Director & Chief Executive Officer of HAMSB, on behalf of Hektar REIT. This Policy is subject to review and revision every two years.

14 December 2023