
CK Life Sciences Int'l., (Holdings) Inc.

Human Rights Policy

1. Policy Statement

CK Life Sciences Int'l., (Holdings) Inc. (“CKLS” and, together with its subsidiaries, the “Group”) strives to respect and promote human rights. The Group aims to help increase the protection and enjoyment of human rights within the communities in which it operates. Respect for human rights is a fundamental value of the Group.

This Policy applies to all Group companies. The Group also expects its stakeholders, including its suppliers (direct and indirect), contractors and sub-contractors, business partners, and products and service providers to uphold these principles and urges them to adopt similar policies within their own businesses.

This Policy is also addressed in the CKLS Employee Code of Conduct, the CKLS Modern Slavery and Human Trafficking Statement, as well as the CKLS Supplier Code of Conduct which sets out the Group’s expectations with regards to respect for human rights, including labour rights, of the workers in the Group’s extended supply chain.

2. Approach

This Policy is guided by international human rights principles encompassed by the Universal Declaration of Human Rights, including those contained within the International Bill of Human Rights and the International Labour Organisation’s (“ILO”) 1998 Declaration on Fundamental Principles and Rights at Work. In addition, the Group is also committed to respecting the ILO international human rights principles under the United Nations Guiding Principles on Business and Human Rights.

The Group recognises that it is part of the communities in which it operates. It conducts appropriate due diligence and engages with communities on human rights matters that are important to them, such as access to water and land rights. It also engages with people in those communities, including indigenous people as well as other vulnerable and disadvantaged groups. The Group aims to, through dialogue it listens, learn and consider the views of the communities in which it conducts its businesses.

Equality, Diversity and Inclusion

The Group values the diversity of the individuals with whom it works. It is committed to equal opportunity and has no tolerance for discrimination and harassment. It works to maintain workplaces that are free from discrimination or harassment on the basis of race, color, national or social origin, ethnicity, religion, age, disability, sex, sexual orientation, gender identification or expression, political opinion or any other status protected by applicable law. The basis for recruitment, development, compensation and advancement within the Group is qualifications, performance, skills and experience.

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Employment

The Group adheres to all applicable employment laws and has established policies covering recruitment, compensation and benefits, dismissal and notice periods, working hours, annual leave entitlements, rest periods, and employee welfare. Equal opportunities and non-discriminatory practices are prioritised across employment procedures, with policies regularly reviewed to create a fair, inclusive and supportive work environment. The Group does not tolerate disrespectful or inappropriate behaviour, unfair treatment or retaliation of any kind. Harassment is not tolerated at the workplace and in any work-related circumstance outside the workplace.

Freedom of Association

The Group respects its employees' right to join or form a labour union without fear of reprisal, intimidation or harassment. Where employees are represented by a legally recognised union, the Group is committed to establishing a constructive dialogue with their freely chosen representatives. It is committed to bargaining in good faith with such representatives.

Anti-modern Slavery

The Group prohibits the use of all forms of child labour or forced labour, including prison labour, bonded labour, any form of slavery and any form of human trafficking.

3. RESPONSIBILITY FOR THIS POLICY

This Policy has been reviewed, approved and adopted by the Board of Directors. The Sustainability Committee oversees and monitors the implementation and enforcement of this Policy and may recommend revisions to the Board for approval from time to time.

Effective on: December 2020
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