

# Human Rights Policy

## Introduction

The Cathay Pacific Group is committed to creating a working environment where human rights are at all times protected and which focuses on ensuring the dignity, respect and well-being of individuals. We recognise that respecting the human rights of our employees, customers, the workers in our extended supply chain, the communities in which we operate and all those affected by our operations, is a fundamental responsibility. We continuously strive to adopt business practices that respect international human rights and ultimately keep our global operations free from human rights abuse in any form.

Our commitment to operating with respect for human rights applies to all aspects of our business operations globally and is integrated across all of our Company policies and processes.

Day to day implementation of this policy is the responsibility of departmental management.

## Legislation

This is a global policy which has been prepared in accordance with the laws of Hong Kong. It has global application to the extent permissible under local laws.

We respect internationally recognised human rights in line with the principles and guidance contained in the [United Nations Guiding Principles on Business and Human Rights](#).

Should there be a situation where legislation and international human rights standards are in conflict, we will comply with legislation to the extent necessary but will seek to do so in ways which still respect international human rights.

### **Workplace Diversity and Equal Opportunity**

We are proud of our diverse workforce and are committed to providing an inclusive work culture. We appreciate that our people are our most valuable asset and we are committed to being an equal opportunity employer.

Workplace bullying or any form of harassment or discrimination on the basis of, in particular, gender, religion, race, nationality or ethnic origin, cultural background, social group, religion, disability, sexual orientation, marital status and family status, age or political opinion, will not be tolerated. Online training on how to prevent discrimination and harassment in the workplace is provided to our people.

The [Anti-Bullying and Anti-Harassment Policy](#), [Non-Discrimination Policy](#) and [Diversity and Inclusion Policy](#) outline our commitment to respect in the workplace and describe the steps that we take to ensure that all employees are treated fairly, equally, and with respect.

### **Child Labour**

We prohibit the use of child labour across our operations and extended supply chain. This includes individuals who intern across our operations and supply chain, and those undertaking work experience.

### **Modern Slavery and Human Trafficking**

Cathay Pacific Group identifies that modern slavery and human trafficking can be a salient, industry-specific human rights issue, and we continuously collaborate with industry bodies, government authorities and civil society on initiatives for prevention and suppression.

We are committed to raising awareness on this issue amongst our employees and providing training to our operational employees on how to recognise, handle and where appropriate report potential trafficking situations.

We strictly prohibit the use of all forms of forced labour, including prison labour, indentured labour, bonded labour, military labour, slave labour and any other form of human trafficking.

Further information on the Cathay Pacific Group's commitment to this issue, as well as the roles and responsibilities and actions implemented by individual departments in preventing and mitigating modern slavery and human trafficking, can be found in the [Modern Slavery and Human Trafficking Policy](#), the [Modern Slavery and Human Trafficking Policy Statement](#), and the [Modern Slavery Act Transparency Statement](#).

## **Suppliers and Contractors**

To the extent possible, the Cathay Pacific Group seeks to prevent and mitigate any adverse human rights impact that is directly linked to our business relationships by procuring appropriate contractual commitments from suppliers, vendors and contractors. Such parties are generally required to agree to abide by the [Supplier Code of Conduct](#).

## **Employee Rights**

### **Safe and Healthy Workplace**

We are committed to ensuring the highest levels of safety and always put safety first. We aim to continuously provide a safe working environment which eliminates or minimises all manner of workplace hazards in order to prevent accidents, injury and occupational disease, for the benefit of all employees, customers, visitors and contractors with whom we work.

As far as is reasonably practicable, all operations are carried out in a manner that safeguards the health and safety of all employees, customers, contractors, and the wider community. The [Occupational Health and Safety Policy](#) describes our commitment in respect of workplace health and safety, along with the responsibilities of employees and contractors.

### Workplace Security

Security is a fundamental operational priority at Cathay Pacific Group and we are fully committed to providing and maintaining a secure operational and working environment that is free from violence, harassment, intimidation, and other unsafe or disruptive conditions due to internal and external threats.

We will do all that is reasonably practical to protect company employees, customers and assets entrusted in our care. Further information on the steps taken by Cathay Pacific Group to ensure a secure working environment for our employees can be found in the [Security Policy](#).

### Working Hours

We ensure that the working hours, rest periods and leave entitlements of our employees are in full compliance with applicable laws, both within Hong Kong and globally. We recognise the importance of a healthy work-life balance and we have several employee benefits in place that are designed to further support this balance.

### Salary and Benefits

Our employees are compensated competitively and relative to the region and general marketplace in which they are employed. We are dedicated to ensuring that all applicable local laws governing the payment of wages and benefits is complied with. We will always meet statutory minimum wage requirements as a minimum.

We offer employees the opportunity to develop their skills and capabilities, and provide training and development opportunities wherever possible and where relative to the employee's role.

### Freedom of Association and Rights to Collective Bargaining

We respect our employees' right to join or form workers organisations such as trade/labour unions, worker associations, worker councils or committees.

Where our employees are represented by a legally recognised union, we are committed to establishing a constructive dialogue with union representatives. We will always negotiate in good faith with such representatives and we expect the same commitment to be reciprocated.

All applicable laws and regulations relating to trade/labour union activity and an individual's freedom of association shall be complied with at all times, both within Hong Kong and globally.

### **Queries and clarifications**

Should you have any queries relating to the Human Rights Policy or any associated policies, please contact:

Policy and Process Manager, Employee Experience Department.

Formal grievance mechanisms, such as the Speak Up platform and the formal grievance process, are available to internal and external stakeholders who have any concerns in relation to human rights issues across Cathay.

### **Annual review**

This policy will be reviewed on an annual basis. Employees will be notified of any significant changes to the policy.

# Document Control

## Version History

Version	Date of Revision	Major changes from last version	Revision By
1.0	23 Sept 2019 – new policy	N/A – new policy	PPL Policy & Process Manager
2.0	23 Dec 2021	Included reference to child labour	PPL Policy & Process Manager
3.0	28 Feb 2024	<ul style="list-style-type: none"><li>Reference to UN's Principles on Business and Human Rights included.</li><li>Clarified that online training on discrimination and harassment is provided to employees.</li><li>Included reference to collaboration with industry bodies, government authorities, etc. on human rights issues.</li><li>Included statement that we will always meet statutory minimum wage requirements as a minimum.</li><li>Included reference to whistleblowing and grievance process where there are concerns relating to human rights.</li></ul>	PPL Policy & Process Manager

## Policy Owner

Position
Head of Business Partnering

## Policy Approver

Version	Position	Date of Approval
1.0	PPL Policy Steering Committee	23 Sept 2019
2.0	Director People	21 Jan 2022
3.0	Head of Business Partnering	TBC

## Policy Endorser

Version	Name of Authority	Date of Endorsement
1.0	PPL Policy Steering Committee	23 Sept 2019
2.0	N/A – minor amendment endorsed by DPPL	21 Jan 2022
3.0	Head of Business Partnering	TBC