

Alpina Holdings Limited Human Rights Statement

At Alpina Holdings Limited (AHL), our purpose is to empower every generation to create sustainable value and an equitable future for all. We are committed to upholding and protecting the human rights of all individuals through a culture of respect, trust, and inclusion in our organization, irrespective of backgrounds, beliefs, and abilities.

OUR COMMITMENTS

Anti-Discrimination

We respect the human rights of individuals and do not discriminate based on backgrounds, beliefs, and abilities for reasons including:

- Gender, marital status, pregnancy, or family and caregiver responsibility
- Sexual preference, transsexuality, or transgender status
- Race, color, descent, nationality, national origin, ethnicity, or religion
- Age or physical features
- Disability
- Profession, trade union membership or industry activity
- Political belief
- Irrelevant criminal record

In line with our philosophy, we commit to:

- Providing employees with a work environment that is conducive, physically and psychologically safe, and free from discrimination and harassment.
- Prohibiting any form of retaliation against any person for making good faith reports concerning allegations of discrimination, harassment, violation of this Code, or any other allegation of improper behavior.

Fair Employment Practices

We treat our employees fairly and with respect, providing them with equal opportunities based on meritocracy. In Singapore, we abide by the Ministry of Manpower's (MOM) Employment Act and ensure that our practices align with the tripartite guidelines set by MOM and the Singapore National Employers Federation (SNEF). We adopt fair, responsible, and progressive employment practices set out by the Tripartite Alliance for Fair & Progressive Employment Practices (TAFEP).

Health and Safety

We are committed to providing a healthy, safe, and secure work environment for employees, clients, business partners, and visitors at all times. We actively promote awareness of workplace occupational health and safety and commit to elevating the safety standards of our stakeholders, including contractors, through our work safety and health work plan.

Fair Wage

We are committed to paying a fair wage to our employees that is commensurate with their job role, skills, and performance. Every worker has a right to compensation for the job performed. Our business partners must pay at least the minimum or prevailing wage, whichever is higher, to comply with local laws, including fringe benefits if applicable. If the compensation paid does not meet the workers' basic needs and provide discretionary income, our business partners must take remedial actions to realize a satisfactory level of compensation.

STAKEHOLDER ENGAGEMENT

We are committed to treating all our stakeholders fairly and respectfully. We engage and listen to the views of our internal and external stakeholders, including subject matter experts, to continuously improve our approach to human rights and the effectiveness of our policies and processes. Our practices will be updated to take into account new issues and growing awareness and familiarity within the business of human rights impacts from our decisions. Policies are constantly refreshed to stay relevant and clearly communicated to everyone involved.