



GENTING SINGAPORE

SUPPLIER CODE OF CONDUCT

1. Introduction

Genting Singapore Limited ("GENS"), Resorts World at Sentosa Pte. Ltd. ("RWS") and their respective subsidiaries and any company that may come under the management oversight of GENS (collectively, the "Group") are committed to the highest standards of ethical conduct, social and environmental responsibility. Suppliers play a crucial role in upholding the Group's vision to be a global leader in sustainable tourism. Therefore, the Group partners with Suppliers who share the same sustainable values and work towards building a mutually beneficial business relationship. This Code outlines the Group's expectations and principles for its suppliers' and this Code applies to the supplier and their employees, contractors, agents, and related entities (collectively, the "**Supplier**") providing goods and/or services to the Group.

The Group requires its suppliers to operate in accordance with the principles in this Supplier Code of Conduct ("**Code**") and in full compliance with all applicable laws and regulations. If the Supplier fails to comply with this Supplier Code of Conduct, the Group may, in its absolute discretion, suspend or terminate the contract(s) it has with the Supplier, report offence to relevant authorities and / or pursue any remedy that is available to the Group.

2. Ethics and Business Practices

The Supplier shall always be ethical in every aspect of its business. The Supplier agrees that it shall:

- **Business Integrity:** Comply with all anti-bribery laws, including the Prevention of Corruption Act 1960 and refrain from engaging in any and all forms of bribery, corruption, extortion and embezzlement. The Group adopts a strict zero-tolerance approach to bribery and corruption.
- **Gifts and Entertainment:** Not offer or accept bribes or other means of undue or improper advantage, observe local customs with respect to gifts, although the value of such offers should never be considered material enough to influence business decisions or violate applicable regulations.
- **Fair Competition:** Practice fair competition in accordance with local laws, including the Competition Act 2004 and avoid activities that restrict competition. Ensure commercial decisions are made independent of understandings or agreements with competitors.
- **Disclosure of Information:** Disclose information regarding its business activities, structure, financial situation and performance in accordance with applicable laws, regulations and prevailing industry practices.
- **Intellectual Property:** Respect intellectual property rights and manage technology and know-how in a manner that protects intellectual property rights.
- **Community Engagement:** Help foster social and economic development and contribute to the sustainability of the communities in which it operates.

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- **Conflict of Interest:** Situations that create a conflict of interest or the perception thereof must be avoided. Full particulars of any actual or potential conflict of interest to the Group must be disclosed by the Supplier in writing.
- **Compliance:** The Supplier shall comply with the laws and regulations of all relevant jurisdictions in which they and the Group operate. The Supplier shall establish its internal policies and procedures with regard to its compliance with all applicable laws and regulations. All licenses and certification required by the authorities shall be retained and maintained.
- **Privacy and Data Protection:** The Group treats the personal data of our customers and staff with respect and privacy. The Supplier shall comply with the Personal Data Protection Act 2012 of Singapore, as may be supplemented and amended from time to time, in addition to any applicable privacy and data protection laws and regulations which it is subject to and such other policies which the Group may require the Supplier to comply with. The Supplier shall safeguard and make only proper use of personal data to ensure the privacy of customers and staff is protected. In the event of any data breach affecting the Group, the Supplier shall notify the Group promptly without undue delay.

3. **Labour and Human Rights**

The Supplier shall uphold the human rights of its workers and treat them with utmost dignity and respect. The Group adopts a zero tolerance towards human trafficking, slavery, or child labour. Specifically, the Supplier agrees that it shall:

- Not employ any worker younger than the local legal minimum age for employment.
- Employ only persons whose presence is voluntary (i.e., no forced or involuntary labor, whether prison, bonded, indentured or otherwise);
- Comply with laws and regulations governing minimum wages, maximum hours of work, piece rates, overtime pay and other elements of compensation, shall provide legally mandated benefits, and shall pay all compensation on time.
- Not require any worker to pay or reimburse the Supplier or any recruitment fees, nor shall it deduct such recruitment fees from any worker's compensation, except as statutorily provided.
- Not discriminate or provide special treatment in hiring and employment practices, including salary, benefits, advancement, discipline, termination, or retirement, on grounds of race, religion, age, nationality, social or ethnic origin, political opinion, sexual preference, disability or gender.
- Treat each worker with dignity and respect and not use threats of violence or corporal punishment. Any form of harassment or abuse should not be committed nor tolerated by the Supplier. Abuse and harassment include physical, verbal, mental, sexual, and psychological.

4. **Health and Safety**

The Supplier shall uphold a safe and healthy work environment. The Supplier shall comply with all laws, regulations and rules governing employee occupational health and safety in the jurisdiction where they operate. The Supplier agrees that it shall:

- **Occupational Health, Safety and Hazard Prevention:** Identify, evaluate, and manage occupational health and safety hazards and provide workers with job-related, appropriately maintained personal protective equipment and instructions on its proper use.

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- **Physically Demanding Work:** Ensure that worker exposure to the hazard of physically demanding tasks, e.g., manual material handling and heavy or repetitive lifting, prolonged standing, and highly repetitive tasks, are identified, evaluated, and controlled.
- **Industrial Hygiene:** Ensure that workers' exposure to chemical, biological and physical agents is to be identified, evaluated, and controlled.
- **Working and Living Conditions:** Ensure workers have clean and safe dormitories with reasonable living space, provide workers with reasonably accessible and clean toilet facilities, potable water and sanitary food preparation, storage facilities and eating facilities.

5. Environment

The Supplier shall adhere to environmental laws and practices including but not limited to waste disposal, pollution of all kinds, air emissions etc. The Supplier shall at all times be committed to be environmentally friendly in their business practices. The Supplier agrees that it shall:

- **Pollution Prevention and Resource Reduction:** Conduct its operations in a way that reduces their impact on the environment e.g., water use, energy use, greenhouse gas emissions and water disposal. Waste is to be reduced or eliminated at the source or by practices such as modifying production, maintenance and facility processes, conservation, material substitution, recycling materials.
- **Product Content Restrictions:** Adhere to all applicable laws and regulations and customer requirements regarding prohibition or restriction of specific substances including labeling for recycling and disposal.
- **Environmental Packaging:** Use its best effort to adopt environmentally friendly packaging material or reusable packaging. The packaging must have the minimum net impact on environment while fully preserving the integrity of the products it contains.
- **Air Emissions:** Ensure air emissions of volatile organic chemicals, corrosives, aerosols, particulates, ozone depleting chemicals and combustion by-products generated from operations are to be characterized, monitored, controlled, and treated prior to discharge.
- **Wastewater and Solid Management:** Ensure that wastewater and solid waste generated from operations, industrial processes and sanitation facilities are to be characterized, monitored, controlled, and treated as required prior to discharge or disposal.
- **Effective Waste Management:** Implement waste management practices that reduce, reuse and recycle waste.

6. Whistle Blowing Hotline

The Supplier who wishes to raise concerns or report any incident of actual or suspected unethical conduct by the Group can do so via the whistleblower hotline as listed on Genting Singapore' website.

7. Monitoring and Evaluation

The Group reserves the right to request relevant information from our Suppliers. The Group may request to verify a Supplier's compliance to our policies and procedures through internal and

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external assessment mechanisms, including independent third-party audits. Any noncompliance and/or failure to perform recommended corrective actions may negatively impact, or termination of any ongoing business relationship.

8. Review of Code of Conduct

This Supplier Code of Conduct will be regularly reviewed and updated as needed to ensure it continues to be adequate and effective.