

Code of Conduct and Ethics

The Group is guided by its Code of Conduct which is published on the intranet and communicated to the employees. The Code of Conduct explains the Group's core values, encapsulated in BUILD, which stands for Business with Grace, Unity, Integrity, Love and Diligence. The Group seeks to build and maintain a strong ethical organisational culture through its core values, which are integral to our operating model of doing good business and to do good in business.

The Code of Conduct outlines the standards of ethics and behaviour in the way our employees are to conduct themselves in relationships with customers, suppliers, business partners and colleagues. The Code of Conduct addresses a spectrum of practices and conduct at the workplace including confidentiality, conflict of interest, the offering and receipt of gifts, entertainment, business dealings, intellectual property, workplace conduct, workplace health and safety, discipline, grievance handling, whistle-blowing, loss management and social media.

Processes and policies related to the Code of Conduct are clearly explained with the inclusion of relevant forms as well as work processes to allow our employees to understand how they should respond and conduct themselves. These policies and work procedures also incorporate controls to ensure adequate checks and balances are in place, helping to detect and prevent any form of fraud, bribery or dishonesty by employees.

In addition, the Group has a Competition Compliance Manual which reminds Directors, employees and representatives of the Group's commitment to compliance with the Competition Act of Singapore and to maintain the highest level of ethics in the conduct of its business.