

UOB GROUP SUPPLIER SUSTAINABILITY PRINCIPLES

November 2020

1. Introduction

As a leading financial institution in Asia, United Overseas Bank Limited and its subsidiaries worldwide (“UOB Group”) recognises that the environmental and social performance of our business, our suppliers and our customers plays a vital role in our long-term success. As we continue to deepen our presence across the region, we seek to address the environmental, social and governance (“ESG”) risks and effects of our operations in a manner consistent with our values. This approach extends to the procurement of products and services.

While we recognise that our suppliers are independent entities, the conduct of our suppliers has the potential to impact our reputation within the communities in which we operate. As such, we expect our suppliers to adhere to the standards set out in the UOB Group Supplier Sustainability Principles (“Principles”). The Principles set out the requirements we have of our suppliers in order to reduce the environmental and social risks associated with our sourcing activities and to mitigate the impact of our sourcing activities on the environment and society.

We understand that the ESG risks associated with supplier activities vary depending on their sector, size and location. As such, suppliers are expected to ensure that their practices comply with the Principles.

2. Supplier Obligations

A Supplier is any third party, company or individual that provides a product or service to UOB Group. The following organisations and entities (collectively referred to as “Suppliers”) are subject to the provisions of the Principles: contractors, agents, agency staff, consultants, vendors and suppliers of goods and services.

Suppliers shall comply with the Principles. Suppliers shall also promote responsible conduct among their suppliers in line with the Principles.

Suppliers shall provide timely disclosures to UOB Group of any circumstances that may cause non-compliance with the Principles.

3. Supplier Principles

3.1. Corporate Governance and Compliance

3.1.1. Suppliers shall comply with all applicable local and national laws and regulations in the jurisdictions in which they operate in.

3.1.2. Suppliers shall conduct themselves ethically and morally at all times.

3.1.3. Suppliers shall not engage in bribery, facilitation payments, corruption, fraud or other prohibited business practices.

3.2. Labour and Human Rights

3.2.1. Suppliers shall provide equal opportunity for all their employees regardless of gender, religion, race, ethnicity, national origin, age, disability and sexual orientation.

3.2.2. Suppliers shall ensure that no child, involuntary or forced labour is used in their operations.

3.2.3. Suppliers shall provide fair pay and working conditions for employees.

3.2.4. Suppliers shall promote a work environment free of physical, sexual or other forms of harassment, where employees are treated with respect and dignity.

3.3. Environment, Health and Safety

3.3.1 Suppliers shall provide a safe and healthy work environment for their employees in line with their health and safety policy.

3.3.2 Suppliers shall implement an effective environmental policy and/or have an environmental management system or plan to manage natural resource scarcity issues and to mitigate the environmental risks, impacts and dependencies of their products and/or services.

4. Monitoring and Due Diligence

Suppliers shall promptly notify UOB Group of any deviations from the Principles. In the event that Suppliers are found to be non-compliant with the Principles, UOB Group shall request the Supplier to present an improvement plan if one is not already in place.

UOB Group reserves the right to audit Suppliers for compliance with the Principles. Suppliers may be requested to provide relevant policies and procedures, as well as associated evidence to demonstrate adherence.

Further Information

If you have further questions or concerns regarding the Principles, please contact your direct liaison or e-mail sustainability@uobgroup.com.