

EXTRACT OF CAPITALAND SUPPLY CHAIN CODE OF CONDUCT POLICY

CapitaLand Supply Chain Code of Conduct Initiative

**mandatory for all contracts*

Introduction

CapitaLand Limited (“**CapitaLand**”) is a signatory to the United Nations Global Compact (“**UNGC**”), and is committed to the UNGC principles by incorporating it into its business strategies, policies and company cultures. CapitaLand expects companies in its supply chain (known as “**Vendor**”) to comply with all applicable legal requirements and endeavour to implement appropriate measures to aid CapitaLand in meeting the following basic principles of this code of conduct (“**Code**”):

1. Labour

The Vendor shall comply with the relevant local laws and regulations and relevant codes of practice administered by the local authorities with regard to child labour¹, forced labour, non-discrimination and other labour requirements in the jurisdictions in which it operates.

- i. The Vendor shall not engage in unlawful employment or exploitation of children in the workplace.
- ii. The Vendor shall not engage in any form of forced labour in the workplace.
- iii. The Vendor shall strive to maintain an inclusive workplace free of harassment and discrimination based on a person’s status such as gender, race, religion, age or other characteristics protected by applicable local laws of the jurisdictions in which it operates.
- iv. The Vendor shall comply with all applicable local laws and regulations relating to wages and benefits, and the existing practice in the industry and local labour market of the jurisdictions in which it operates.

¹ Please refer to the following URL on United Nations Global Compact notes on Child Labour and Forced or Compulsory Labour.

<https://www.unglobalcompact.org/what-is-gc/mission/principles/principle-4>

<https://www.unglobalcompact.org/what-is-gc/mission/principles/principle-5>

2. Environment

The Vendor shall comply with the relevant local laws and regulations and relevant codes of practice administered by the local authorities with regard to environmental protection and other environmental requirements.

3. Business Integrity and Ethics

The Vendor will conduct itself ethically and respect local laws and regulations, and strictly prohibit bribery and corruption in any form. The Vendor is encouraged to report all actual breaches or concealment of any forbidden acts including but not limited to the following:

- i. Anti-bribery and corruption
- ii. Unfair business practices

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- iii. Conflict of interest
- iv. Gifts and gratuities
- v. Data privacy and information security

4. Health and Safety

The Vendor shall comply with the relevant laws and regulations and the relevant codes of practice administered by the local authorities with regard to health, safety and security, and to implement adequate precautions to protect the health and safety of its workers, in accordance with the nature of the industry and other health and safety requirements in the jurisdictions in which it operates.

Application and Enforcement

This Code is applicable to all Vendors of CapitaLand and its subsidiaries. The Vendor shall undertake to procure its own sub-contractors and its and its sub-contractors' employees, personnel, agents, principals, contractors and/or representatives (if any) to comply with the principles of this Code.

In the event that this Code conflicts with the terms of any contract entered into by the Vendor and CapitaLand and/or its subsidiaries, the Vendor shall comply with this Code or the contract, whichever is more stringent.

FOR DETAILED POLICY, PLEASE REFER TO CAPITALAND INTRANET.