

Supplier Code of Conduct

Resorts World at Sentosa Pte. Ltd. and its subsidiaries and affiliates, which includes but is not limited to Tamerton Pte. Ltd., DCP (Sentosa) Pte. Ltd., Resorts World Properties Pte. Ltd. and Resorts World Properties II Pte. Ltd., (collectively "RWS") is committed to the highest standards of ethical conduct, social and environmental responsibility. RWS 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. This Code outlines RWS's expectations for its suppliers conduct referencing to ethics and management practices, labour and human rights, health and safety, and environmental protection. This Code applies to the supplier and their employees, contractors, agents and related entities (collectively, the "Supplier") providing goods and/or services to RWS.

1. Ethics and Management Practices

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

- **Business Integrity** : Comply with all anti-bribery laws, including the Prevention of Corruption Act (Cap. 241) and refrain from engaging in any and all forms of bribery, corruption, extortion and embezzlement.
- **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.
- **No Improper Advantage** : 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 (Cap. 50) and avoid activities that restrict competition. Ensure commercial decisions are made independent of understandings or agreements with competitors.
- **Community Engagement** : Help foster social and economic development and contribute to the sustainability of the communities in which it operates.
- **Food Safety** : Provide RWS with products that meet all applicable quality and food safety laws, standards and regulations, demonstrate strong food-safety and quality management practices and immediately report to RWS any concerns about food safety.

2. Labour and Human Rights

The Supplier shall uphold the human rights of its workers and treat them with utmost dignity and respect. RWS 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);
- Treat each worker with dignity and respect and not use threats of violence or corporal punishment.
- 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.
- 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.

3. 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.
- **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.
- **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.
- **Industrial Hygiene** : Ensure that workers' exposure to chemical, biological and physical agents is to be identified, evaluated and controlled.

4. Environmental Protection

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 environmental friendly in their business practices. The Supplier agrees that it shall :

- **Environmental Permits and Reporting** : Comply with all reporting requirements of applicable permits and regulations, and kept proper records of these.
- **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 are 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.

5. Whistle blowing hotline

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

6. Compliance

If the Supplier fails to comply with this Supplier Code of Conduct, RWS 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 RWS.