



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:** Maintain the highest standard of integrity and not let professional judgement and decision making be compromised by personal obligation to any external party. 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.

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

- **Respect for Human Rights:** Treat each worker with dignity and respect and not use threats of violence or corporal punishment. Any form of harassment or abuse (including harassment or abuse that is physical, verbal, mental, sexual or psychological) should not be committed nor tolerated by the Supplier.
- **Child Labour:** Not employ any worker younger than the local legal minimum age for employment.

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- **Forced Labour:** Employ only persons whose presence is voluntary (i.e. no forced or involuntary labor, whether prison, bonded, indentured or otherwise) and shall not take possession of any workers' money nor destroy, conceal, confiscate or require the surrender of any government-issued identification documents or work permits.
- **Working hours, Compensation and Benefits:** Comply with all applicable laws and regulations governing minimum wages, maximum hours of work, piece rates, overtime pay and other elements of compensation, provide legally mandated benefits, pay all compensation on time and, where required by law, provide its workers with written key employment terms or a written employment contract in a format and language the workers understand.
- **Fair Recruitment Practices:** Not require any worker to pay or reimburse the Supplier any recruitment fees, nor shall it deduct such recruitment fees from any worker's compensation, except as statutorily provided.
- **Fair Employment Practices:** Make all employment decisions based on merit, 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, language ability, social or ethnic origin, political opinion, sexual preference, marital status, pregnancy status, caregiving responsibilities, disability, mental health conditions or gender.
- **Diversity and Inclusion:** Strive to create a fair and inclusive workplace that embraces differences and fosters inclusion for its workers.

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 workplace health and safety in the jurisdiction where they operate. The Supplier agrees that it shall:

- **Workplace Health, Safety and Hazard Prevention:** Identify, evaluate, and manage occupational health and safety hazards and implement necessary preparedness and prevention measures where reasonably practicable. Where physically demanding work is involved, the Supplier shall ensure that worker exposure to the hazard(s) of physically demanding tasks (e.g. manual material handling, heavy or repetitive lifting, prolonged standing and highly repetitive tasks) are identified, evaluated and controlled.
- **Training:** Provide workers with sufficient instruction, training, and supervision to ensure they can perform their tasks safely.
- **Incident Reporting and Escalation:** Establish and implement an internal response plan with measures to mitigate incidents. Ensure safety training to all workers on incident reporting and channels.

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- **Emergency Response:** Establish structured response plans to prepare for and manage potential workplace emergencies to minimize harm to people. Such plans should include, but are not limited to, training of workers in first aid/CPR, regular drills involving workers responding to different emergency scenarios and emergency contacts to call during emergency situations.
- **Personal Protective Equipment (PPE):** Provide, where necessary, adequate PPE and safety training on its proper use to mitigate risk of accidents or adverse effects on health and instructions.
- **Industrial Hygiene:** Ensure that workers' exposure to chemical, biological and physical substances and agents (if any) 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, with ventilation, potable water and sanitary facilities for food preparation, storage and eating.
- **Risk Management:** Attend RWS' Safety Induction Course (where required) and adhere to the [Additional PO Terms & Conditions on Work, Health and Safety](#) as well as RWS' electronic Permit-To-Work system in alignment with the regulatory requirements under the Workplace Safety & Health Act.

Suppliers are also encouraged to possess any recognized workplace safety and health certifications where relevant (e.g. minimally bizSAFE level 3 or higher and ISO 45001 for onsite work).

5. Environment

The Supplier shall adhere to environmental laws and practices including but not limited to applicable laws, regulations and practices on waste disposal, pollution of all kinds and air emissions. The Supplier shall consider environmental impact and circularity considerations, and pursue continuous improvements in environmental protection in their business practices. The Supplier agrees that it shall:

- **Pollution Prevention and Resource Reduction:** Conduct its operations in a way that manages their impact on the environment (including 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 and recycling materials.
- **Product Content Restrictions:** Adhere to all applicable laws and regulations and customer requirements regarding prohibition or restriction of specific substances and labeling for recycling and disposal. Conduct due diligence to ensure products do not contain persistent organic pollutants or conflict minerals.

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- **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:** Reduce air emissions and ensure air pollutants of volatile organic chemicals, corrosives, aerosols, particulates, ozone depleting chemicals and combustion by-products generated from operations are characterized, monitored, controlled, treated prior to discharge and in compliance with applicable safety limits and regulations.
- **Greenhouse Gas Emissions:** Use its best efforts to manage greenhouse gas emissions, set targets and implement reduction plans to build up climate change adaptation and resilience.
- **Wastewater and Solid Management:** Ensure that wastewater and solid waste generated from operations, industrial processes and sanitation facilities are characterized, monitored, controlled, and treated as required prior to discharge or disposal.
- **Water Stewardship:** Protect, conserve and reuse water resources and prevent contamination of water sources.
- **Effective Waste Management:** Implement waste management practices that reduce, re-use, recycle and recover waste.
- **Biodiversity & Conservation:** Comply with the Convention on International Trade in Endangered Species of Wild Fauna and Flora (CITES) and all applicable laws and regulations relating to international wildlife protection and ensure that its operations and supply chains support responsible sourcing practices that avoid habitat destruction, ecosystem degradation and biodiversity loss.
- **Animal Welfare:** Where the Supplier handles, collects, transports, or provides live animals:
 - Comply with all applicable animal welfare laws and regulations in the country(s) within which the Supplier operates;
 - Ensure positive animal wellbeing by handling, housing, and transporting animals in a responsible and ethical manner, with full transparency and documentation demonstrating compliance; and
 - Operate safely and responsibly, with well-planned and coordinated practices that minimize risks to animals.
- **Responsible Forestry:** Shall not engage in or contribute to deforestation or illegal land clearance. Forest-derived products are encouraged to be sustainably certified, promote responsible forest management, conservation and reforestation.

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6. **Corporate Social Responsibility (CSR)**

The Group is committed to uplifting communities in the focus areas of supporting local, climate action and education. Suppliers are encouraged to seek similar opportunities in the area of CSR:

- **Support Local:** Consider ways to contribute to the economic well-being of local communities by supporting local suppliers and products and creating fair job opportunities that strengthen local economies. Respect property, land rights and safeguard natural environments, local biodiversity and cultural heritage sites.
- **Climate Action:** Encouraged to seek out partnerships with conservation groups and relevant government agencies to support conservation projects and initiatives, such as coastal clean-ups and citizen science research.
- **Education:** Provide access to fair and holistic educational and vocational opportunities, especially to those who may have a weaker start, through pathways including thought leadership, advocacy, mentorship, and apprenticeship.

7. **Whistle Blowing Hotline**

Any 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's website.

8. **Monitoring and Evaluation**

The Supplier shall use reasonable efforts to ensure their employees, contractors, agents, and related entities providing goods and/or services to the Group are aware of this Code.

The Group reserves the right to request relevant information from our Suppliers. The Group may request a Supplier, and its sub-contractors providing goods or services to the Group, to verify compliance with the Group's policies and procedures through internal and external assessment mechanisms, including independent third-party audits. Any non-compliance and/or failure to perform recommended corrective actions may negatively impact or result in termination of any ongoing business relationship.

9. **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.