

## **SMRT Supplier Code of Conduct**

SMRT and its subsidiaries are committed in conducting its businesses in an ethical conduct, environmentally sustainable and legal manner. As part of this commitment, SMRT requires its suppliers to operate in accordance with the values as stated in this SMRT Supplier Code of Conduct (“SCOC”) and in full compliance with all relevant laws and regulations.

This code shall be communicated and understood by all suppliers and their subsidiaries, subcontractors and other relevant third parties that provides goods or services to SMRT.

### **1. Compliance with Laws**

SMRT requires all suppliers to fully comply with all applicable national, state laws and regulations including, but not limited to those relating to employment standards, workplace health and safety, intellectual property, corruption and bribery and environmental management.

### **2. Labour Rights Standards**

SMRT believes all employees in the supply chain warrant a rational and ethical workplace by upholding the utmost standards of human rights. Indentured, child, forced labour and slavery should be prohibited. SMRT require its supplier to create and maintain a working environment that is free from harassment, abuse, discrimination and corruption. All employees should be treated with dignity and respect and should not be in a state that violates the human rights.

### **3. Workplace Health and Safety**

Suppliers should ensure that their employee are being provided a safe and healthy work environment that integrates workplace health and safety measures which comprises but not limited to, fire and life safety measures, emergency preparedness and responses, occupational health and safety management and incident management.

### **4. Environmental Management**

Suppliers should always utilise best practices in environmental management and be compliant with local environmental laws including but not limited to those pertaining to waste disposal (hazardous waste, non-hazardous waste, etc), air emissions, pollutions, discharges and etc.

### **5. Gifts & Entertainment**

SMRT is committed to decline any forms of gifts and entertainment that could be in any way be interpreted as attempting to influence business decision in favour of any person or organization.

### **6. Conflict of Interest**

Supplier should not have any dealing or transaction with any SMRT employees that creates the conflict of interest.

### **7. Disclosure of Information**

Suppliers should take the responsibility to protect the data and respect SMRT privacy requirements and obligations. Disclosure of any information to appropriate parties as required by law should not be falsified or misrepresented.



**8. Anti-Corruption**

In doing business with SMRT, all suppliers are forbidden from offering, receiving (whether directly or otherwise) any form of bribe which includes but not limited to cash, cash equivalent, property, loans, commissions, services, benefits or other advantages as an incentive or reward for any businesses involving SMRT.

**9. Business Integrity and Fair Competition**

All corruption, extortion and embezzlement are prohibited. Suppliers shall not pay or accept bribes or participate in other illegal inducements in business or government relationships. Suppliers shall conduct their business consistent with fair and vigorous competition and in compliance with all applicable competition laws and anti-competitive practices. Suppliers shall employ fair business practices, including accurate and truthful advertising.