

TEMASEK

Temasek Supplier Code of Conduct

Purpose

Temasek is committed to embedding sustainability in everything we do. We recognise the environmental and social impacts of our operations and procurement activities, and are committed to managing these impacts by engaging, and where feasible, working with partners. Our Supplier Code of Conduct (“Code”) aims to promote sustainable practices throughout our supply chain.

This Code will be periodically updated and revised to reflect changes in laws and regulations, as well as any updates to Temasek’s policies and standards.

Scope

All suppliers and subcontractors for Temasek are expected to operate in accordance with the standards set forth in this Code, and at a minimum, comply with all applicable laws, regulations, and standards within the geographies in which they operate. In situations where local laws and international standards deviate, suppliers are encouraged to adopt the higher standard to the extent possible. Suppliers must comply with all terms and conditions in accordance with the supplier’s contractual agreements with Temasek. Suppliers should have processes in place to monitor compliance with applicable legislation.

Suppliers are further encouraged to share the Code with their own suppliers (including subcontractors and business partners) to promote sustainable practices across the entire supply chain.

Failure to comply with the Code may ultimately result in termination of agreements with suppliers.

The elements of the Code are as follows:

Anti-Bribery and Anti-Corruption

Temasek takes a strict zero tolerance approach to bribery or corruption. Suppliers are expected to comply with all applicable anti-bribery and anti-

corruption (ABAC) laws, and to acknowledge the standards outlined in [Temasek’s ABAC Statement](#).

Anti-Competition and Anti-Trust

Suppliers must comply with all applicable competition and anti-trust regulations. Suppliers must not engage in anti-competitive conduct including, but not limited to, agreements or exchanges of information that improperly restrict competition such as price fixing, bid rigging, output restriction.

Conflicts of Interest

Suppliers must avoid situations where an actual, potential or perceived conflict of interest arises in connection with their dealings with Temasek. They must immediately identify and disclose to Temasek, and appropriately manage, such conflict. Such conflicts may involve the Supplier or its directors, officers, employees, agents or subcontractors, and include, without limitation, personal or business relationships and financial or other competing interests that could improperly influence its decisions, judgement, or ability to perform its obligations to Temasek.

Data Privacy and Cybersecurity

Suppliers must comply with all applicable laws and regulations relating to confidentiality, data privacy, cybersecurity, and the protection of personal data. Suppliers are expected to maintain appropriate technical and organisational processes to prevent unauthorised access, disclosure, alteration, loss, destruction, or misuse of data. Where appropriate or legally required, suppliers should maintain cybersecurity controls to safeguard systems from threats and security incidents.

Human Rights and Labour Practices

Suppliers must ensure that they do not engage in, enable, or benefit from human rights and labour practice abuses. Suppliers must comply with all labour and employment laws in jurisdictions in which they operate. Where it is identified that suppliers have caused or contributed to abuses

of human rights or labour practices, suppliers are expected to cooperate with relevant authorities and other stakeholders (e.g., business partners, subcontractors, etc.) and implement any required remediation process.

Suppliers must prohibit all forms of forced or involuntary labour, including bonded, trafficked or prison labour. Suppliers must not engage in, or benefit from, any unlawful practices associated with forced labour, such as withholding or deduction of wages, retention of identity documents, restriction of movement, coercion, intimidation, or threats.

Suppliers must give employees the right to terminate their employment freely in accordance with applicable laws and without the imposition of unlawful penalties.

Suppliers must not engage in or support human trafficking in any form.

Child labour is defined as work that deprives children of their childhood, potential, or dignity, and is mentally, physically, socially, or morally dangerous and harmful to children and/or interferes with their schooling¹. Child labour must be prohibited, and suppliers should implement measures to ensure they do not employ anyone below the applicable legal minimum age of employment, in accordance with local laws and/or prevailing industrial/international guidance where applicable.

Suppliers must allow their employees to organise and join associations (e.g., trade unions, employee representation groups, worker/management committees) where jurisdictionally permissible.

Suppliers are prohibited from using inhumane treatment or punishment, including physical or sexual abuse and the threat thereof, or other forms of harassment including verbal abuse and intimidation.

Suppliers must uphold fair and equitable wages and benefits for their employees, in accordance with local law and the terms under which they are employed. Wages should be paid in a timely

manner and with documentation as required by local law (e.g., payslips). Suppliers must not require their employees to work in excess of relevant legal limits on working hours, overtime, or number of working days per week. Employees must be granted all types of leave or time off in alignment with applicable law and contractual obligations or, where permissible, be offered accurate and appropriate compensation in lieu.

Suppliers must maintain a workplace free of discrimination and harassment and must not discriminate against any individual or group based on characteristics protected by applicable law, including, but not limited to, gender, age, religion, sexual orientation, nationality, ethnicity, physical ability, or neurodiversity.

Health and Safety

Suppliers must comply with all relevant local and national occupational health and safety laws and regulations, and ensure the compliance of their sub-contractors with the same. Suppliers must take reasonable steps to provide a safe working environment for employees, including the provision of personal protective equipment (PPE), and take required precautionary measures against accidents, occupational illness, and injuries.

Environmental Practices

Suppliers must comply with all environmental legislation and regulations where they operate. Hazardous materials as classified by local law must be identified and managed for safe handling, storage, recycling, and disposal. Disposal must be through qualified, and where required, government-certified and licensed operators.

Suppliers shall take appropriate measures to address material environmental impacts from their operations and are encouraged to track, manage, mitigate, and report on their impacts. This includes air emissions and quality,

¹ Source: International Labour Organization (ILO), *What is child labour?*, accessible at: <https://www.ilo.org/topics/child-labour/whatchild-labour>

biodiversity impacts, energy usage, greenhouse gas emissions, raw material usage, water quality and use, and waste disposal and treatment.

Suppliers are encouraged to:

- Measure greenhouse gas emissions and set targets for emissions reductions. Where appropriate, suppliers should adopt energy efficiency measures and increase use of renewable energy to help achieve these targets.
- Manage water resources relating to their operations. This includes conserving and reducing water usage and increasing water recycling and reuse when applicable.
- Minimise waste generated by their operations. Waste disposal must be conducted in a responsible manner and in line with local regulations. Employees handling waste should be trained on safety procedures and provided with appropriate tools and PPE.

Whistleblowing and Grievance Mechanisms

Suppliers should have formal policies and/or processes in place to protect their employees and any other parties who report suspected misconduct to the supplier. Suppliers' employees or stakeholders (e.g., business partners, contractors, etc.) who raise concerns should be protected from retaliation or reprisal. Suppliers should investigate concerns in a timely and fair manner and remediate violations where necessary.

Violations

Suppliers are required to notify Temasek of violations that may impact the provision of services/goods to Temasek, affect Temasek's standing or lead to disrepute. Suspected misconduct relating to this Code can be reported through Temasek's [Whistleblowing Form](#).