

DBS SUSTAINABLE SOURCING PRINCIPLES (SSP)

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Introduction:

The DBS Sustainable Sourcing Principles (“SSP”) sets out the foundational principles and standards of conduct that all Suppliers and Partners engaging with DBS must adhere to as part of our contractual terms. They are essential to our business operations, guiding our interactions with customers, business associates, stakeholders and within our organisation. The SSP aims to promote consistent standards of behaviour and drive commitment to ethical and sustainable practices throughout our supply chain, reflecting our core values and guiding our collective efforts towards positive impact.

Purpose:

The SSP outlines our expectations for suppliers and serves as a guide for them to align their operations with our standards.

Scope and Application:

Our SSP applies to our Suppliers worldwide. Suppliers are encouraged to share DBS' Sustainable Sourcing Principles with their next-tier suppliers and business partners for better alignment with our commitment to responsible practices across the entire supply chain.

International Standards:

These principles have been drawn from the standards and values set by the following leading international standards and frameworks:

- The Ten Principles of the United Nations Global Compact
- The UN Guiding Principles on Business and Human Rights

Contact and Clarification:

Suppliers requiring clarification on any part of the SSP should contact their local DBS Group Procurement Representative in the first instance.

The Sustainable Sourcing Principles cover four main categories:

1) Human Rights

1.1) DBS' Suppliers are to work to support and respect the protection of human rights in accordance with the UN Guiding Principles on Business and Human Rights, and to ensure they are not complicit, directly or indirectly, in any human rights abuses, including, without limitation, modern slavery such as human trafficking and forced labour.

1.2) Child labour shall not be used. Where there is no gazetted legislative age, the minimum age shall be 16 years. Workers aged 18 or below shall not be employed to work at night or in hazardous conditions.

1.3) DBS' Suppliers are to prohibit the application of any form of inhumane treatment. Physical abuse, or the threat of physical abuse, sexual or other forms of harassment including verbal abuse and intimidation shall be strictly prohibited.

1.4) DBS' Suppliers are to recognise and respect the rights of its employees to associate freely and to organise and bargain collectively, in accordance with the local laws in which they are employed.

1.5) DBS' Suppliers are encouraged to promote diversity and inclusion. There shall not be any discrimination based on race, faith, gender, sexual orientation, age, marital status, disability or political affiliations.

1.6) DBS' Suppliers are to uphold fair and equitable wage practices for their employees, in accordance with the local laws and regulations under which they are employed.

1.7) DBS' Suppliers are encouraged to responsibly source for their materials and services by taking into account the social, economic, and environmental well-being of local communities.

1.8) DBS' Suppliers are to take appropriate measures to address actual or potential adverse human rights impacts resulting from their products or services.

2) Health and Safety

2.1) DBS' Suppliers are to adhere to all mandatory local health and safety regulations and standards, and to implement adequate precautions to protect the health and safety of their workers, in accordance with the nature of the industry.

2.2) DBS' Suppliers are to regularly monitor and review their company's health and safety performance, and to take appropriate corrective measures where necessary.

3) Environmental Sustainability

3.1) DBS' Suppliers are to comply with local environmental laws and regulations, while implementing appropriate environmental programmes or policies to protect or enhance the environment and biodiversity.

3.2) DBS' Suppliers are to promote greater environmental responsibility and support the bank in the use of goods and services which help mitigate our environmental impact, as well as to better manage and utilise resources such as energy, wood-based products, water and waste.

3.3) DBS' Suppliers are encouraged to promote the development and distribution of environmentally friendly technologies.

3.4) DBS' Suppliers are encouraged to adopt a restorative or regenerative approach to the supply of products and services, to create a net zero or net positive impact on the environment and society.

4) Business Integrity and Ethics

4.1) DBS' Suppliers are to conduct themselves ethically and morally, respect local laws, and strictly prohibit bribery, corruption and financial crimes in any form, including money laundering. Suppliers are encouraged to report all suspected cases, actual breaches or concealment of any forbidden acts.

4.2) DBS' Suppliers are to take appropriate measures to address actual or potential social or environmental impacts resulting from their products and services.

Supplier Acknowledgement:

As a DBS Supplier, we agree to comply with the provisions of the DBS Sustainable Sourcing Principles as set forth above.

Name of Company :

Name and Title :

Signature & Company Stamp :

Date :