

RHB's Supplier Code of Conduct

1. RHB is committed to **embedding good practices** by promoting responsible and sustainable procurement across the Group's supply chain for the betterment of our planet and future generations. **Sustainable procurement** is the process of making purchasing decisions that meet an organization's needs for goods and services in a way that benefits not only the organization but society as a whole, while minimizing its impact on the environment.
2. RHB's **Supplier Code of Conduct** outlines **our commitment** to conducting business in an ethical and responsible manner, while respecting the rights of individuals, and minimizing its impact on the environment and **expects all suppliers** to do the same. RHB aims to work with suppliers to achieve high standards and adopt best practices throughout our supply chain - "**Together We Progress**".
3. The Supplier Code of Conduct applies to suppliers and their **subcontractors**. RHB expects suppliers to ensure that this Supplier Code of Conduct is communicated to their subcontractors as well.
4. The Principles outlined in this Supplier Code of Conduct will be periodically updated to reflect changes in laws, regulations and standards, including the Group's policies, guidelines, etc.
5. RHB reserves the right to assess compliance with this Supplier Code of Conduct and non-compliance may result in corrective actions, including, without limitation, termination of contractual relationship or onboarding being declined or non-renewal of contract. By partnering with RHB, suppliers acknowledge their commitment to align their business activities with our sustainability goals.

Supplier Code of Conduct Principles

Environmental

- E1. Suppliers must **comply** with all local environmental laws and regulations of operating countries when conducting business activities and support environmental **protection**, which includes **biodiversity, no deforestation, or land conservation**.
- E2. Suppliers are expected to monitor the following, and continually strive to establish metrics, targets and reporting arising from their business activities:
 - reduce GHG emissions & improve energy efficiency
 - efficient waste management
 - water conservation and reduction

RHB's Supplier Code of Conduct

Social

- S1. Suppliers, whether directly or through their supply chain, **must comply** with all applicable human rights related laws in respect of their employees, conduct their business activities in a manner which respects **human rights** according to international standards as set out in the UN Universal Declaration of Human Rights and the core conventions of the International Labour Organization (ILO).
- S2. Suppliers are strictly prohibited from employing individuals below the legal working age in their respective jurisdictions - **no child labour**. Suppliers must not engage in any form of **forced**, bonded or involuntary labour; nor engage in any form of abuse or harassment (verbal, physical, mental or sexual) including threats or any manner of **intimidation or inhumane treatment** of employees - progressively monitor and track adherence to human rights and labour practices.
- S3. Suppliers must comply with all laws regarding **working hours and wages** in their respective jurisdictions, including overtime pay where applicable.
- S4. Suppliers should not interfere with the rights of its employees to join or form labour unions in accordance with the local labour laws in which they are employed - **freedom of associations**.
- S5. Suppliers are encouraged to promote **diversity and inclusion** within their own workplace and supply chain, including those relating to recruitment, retention, training, remuneration and benefits and promotion practices; by not discriminating on the grounds of gender, religion, race, nationality, ethnicity, age, marital status, political opinion or disabled people, etc.
- S6. Suppliers must comply with all applicable health and safety laws and regulations and aim to provide **safe and healthy working conditions** for its employees and to implement all precautions to protect the health and safety of its employees.
- S7. Suppliers are expected to implement measures and systems to manage, monitor and **report work related injuries/illnesses**. This should include reporting of near accidents, as well as reporting substandard working conditions or practices.
- S8. Suppliers are expected to respect the **rights of local community** in which they operate, which includes recognizing the community's right to a clean and healthy environment, and engage with local community in a positive and respectful manner.

RHB's Supplier Code of Conduct

Governance

- G1. Suppliers **must comply** with all applicable laws, regulations and standards within the geographies in which they operate (operating countries). Suppliers to provide report on the following:
- number of employees attend Anti-Bribery and Corruption (ABC) training
 - incidents of bribery/corruption and action taken
 - number of complaints concerning breaches of confidentiality or personal data protection
- G2. Suppliers must take all necessary measures to **prevent bribery, corruption**, fraud, false statements or related activities. Suppliers are also required to observe RHB's Gifts & Hospitality practices and to refer to [RHB's ABC Handbook](#).
- G3. Suppliers must take all necessary measures to **prevent unauthorized** disclosure or leakage of RHB's confidential information or personal data of RHB's stakeholders and **must not use** such information for illegal purposes and/or personal gain and/or commercial benefits.

Should it come to light that any supplier has conducted any wrongdoings, their contract may be terminated and RHB will not be responsible for any damages incurred to the supplier or other individuals, due to the termination of said contract. Suppliers may also be subject to legal action.

Suppliers are expected to self-monitor their compliance with RHB's Supplier Code of Conduct and to notify RHB of any breaches and take reasonable steps to address, remedy and prevent repetition of any breach of the Supplier Code of Conduct Principles. RHB reserves the right to undertake due diligence and/or risk assessments to verify compliance with the above principles and expect suppliers to cooperate and provide supporting evidence as we may reasonably require to monitor and review compliance by suppliers.

Whistleblowing is the process through which you can report, in confidence, such potential breaches. This could mean fraud, criminal behavior, ethical issues, behavior that is not in keeping with our stated values, or breaches of financial services, health and safety or regulatory obligations or the deliberate concealment of any of those things. RHB provides secure channels for reporting of improper conduct by its employees and representatives that is available on our [corporate website](#).

The provisions of the RHB's Supplier Code of Conduct shall be in addition to and/or read together with any existing agreement signed between RHB and the suppliers. In the event of any conflict or inconsistency between RHB's Supplier Code of Conduct and the provisions of any agreement signed between RHB and the suppliers, the RHB's Supplier Code of Conduct shall prevail.