



A member of UEM Group

SUPPLIER CODE OF CONDUCT

1 October 2023

UEMS Solutions Pte Ltd is strongly committed to upholding the highest ethical standards in all its procurement activities. As such, this Supplier Code of Conduct has been prepared to provide clear summary of UEMS Solutions Pte Ltd's expectation from suppliers in all procurement transactions, ensuring compliance with internationally recognized procurement ethics. Transparency and accountability must be strictly adhered to in all procurement activities.

UEMS Solutions Pte Ltd's procurement ethics focuses on **zero tolerance for corruption, avoidance of any conflicts of interest, and honest representation of suppliers' capabilities.**

Suppliers are strongly urged to familiarize themselves with this Code of Conduct to foster successful working relations with UEMS Solutions Pte Ltd.

Policy on Corruption and Position on Conflict of Interest

UEMS Solutions Pte Ltd expects all contracted suppliers and companies seeking to sell goods or services to conduct their business in accordance with the highest ethical standards. Suppliers or potential suppliers must strictly comply with all rules and regulations on bribery, corruption and avoid any unacceptable business practices. Therefore, suppliers are expected to adhere to the following guidelines:

- Suppliers shall not, directly or indirectly offer to any UEMS Solutions Pte Ltd's staff money, goods or services as a consideration or in expectation of a favorable decision, information, opinion, recommendation, vote or any other form of favoritism that qualifies as a corruption;
- Suppliers shall not directly or indirectly offer, give or agree or promise to give to any gratuity to any UEMS Solutions Pte Ltd's staff for their benefit or at the direction or request of any UEMS Solutions Pte Ltd's staff;
- Suppliers are obligated to immediately inform the UEMS Solutions Pte Ltd's Head Office if any UEMS Solutions Pte Ltd's staff solicits, obtains, or attempts to obtain gratification for themselves or any other persons;
- Suppliers must promptly declare if any of their company's staff or officers had or have relatives employed with UEMS Solutions Pte Ltd. Failure to make such declaration shall be considered a conflict of interest and might result in the supplier's exclusion from present and future procurement activities, and/or other legal action as deemed fit by the company.

Supplier Representation

UEMS Solutions Pte Ltd expects all its suppliers to honestly declare and warrant that:

- They will comply with all rules, regulations, and statutory requirements related to the provision of the products/services to UEMS Solutions Pte Ltd;
- They will not collaborate with other suppliers or agents when participating in a bid;
- They are duly authorized and certified providers of the supplied products/services and shall not, expressly or impliedly, present themselves as agents or representatives of third-party providers of the same products/services;
- They will supply only products certified to be of merchantable and satisfactory quality;
- The supplier possesses the necessary capabilities, equipment and suitable place of business to fulfill its obligations;
- They shall not contract out, subcontract, or outsource any portion of the products/services without prior written consent from UEMS Solutions Pte Ltd;
- They shall maintain the highest standards of integrity and quality of work at all times.

Applicability of the Code of Conduct

This Code of Conduct shall apply to all suppliers, subcontractors, and other entities acting on their behalf (with the approval of UEMS Solutions Pte Ltd).

Monitoring Compliance with the Code of Conduct

To facilitate the monitoring of suppliers' compliance with this Code of Conduct, UEMS Solutions expects suppliers to:

- Develop and maintain all necessary documentation to support compliance with the described standards; such documentation must be accurate and complete;
- Provide UEMS Solutions Pte Ltd's representatives with access to relevant records upon UEMS Solutions Pte Ltd's request;
- Allow UEMS Solutions Pte Ltd's representatives to conduct interviews with the supplier's employees and with management separately;
- Allow UEMS Solutions Pte Ltd's representatives to conduct announced and unannounced site visits of supplier locations;
- Respond promptly to reasonable inquiries from UEMS Solutions Pte Ltd's representatives in relation to the implementation of the Code of Conduct.

Secure Communication Channels

UEMS Solutions Pte Ltd has established a secure communication channel to enable suppliers to raise their concerns confidentially and responsibly. If a supplier has questions about the Code of Conduct or wishes to report a questionable behavior or possible violation of the Code of Conduct, the Supplier is encouraged to contact the CEO, UEMS Singapore & Taiwan / Anti-Bribery Compliance Function via email at whistleblowing@uemsgroup.com or at UEMS Solutions Pte Ltd, 60 MacPherson Road, #03-08 Siemens Centre, Singapore 348615.

UEMS Solutions Pte Ltd will not tolerate any retribution or retaliation by anyone against a concerned supplier who, in good faith, seeks advice or reports questionable behavior and/or possible violations. UEMS Solutions Pte Ltd will take disciplinary action up to and including termination of the contract, against anyone who threatens or engages in retaliation, retribution, or harassment of the concerned individual. Identities and contents of all information or complaints will be treated strictly confidential.

SANCTIONS

Breach of the Code of Conduct may result in actions being taken against that supplier, in addition to any contractual or legal remedies. The actions applied will depend on the nature and seriousness of the breach and on the degree of commitment shown by the supplier to its obligations under the Code of Conduct. The range of actions available to be imposed on the supplier includes, but is not limited to, the following:

- Formal warnings indicating that continued non-compliance will lead to more severe actions;
- Disclosure of the nature of the breach to all UEMS Solutions Pte Ltd's subsidiaries and associate companies;
- Immediate termination of the contract, without recourse.

Acknowledgment and Acceptance, to be submitted together with VIS (Vendor Information Sheet)

I hereby certify that I have thoroughly read the Supplier Code of Conduct attached. Having fully read and understood the requirements outlined in this Supplier Code of Conduct, I affirm my commitment, as well as my company's, to adhere to this Code and fully comply with all its principles. I further confirm that I am duly authorized by my company to sign and accept this document on its behalf.

Supplier :

Address :

Representative :

Signature :