

KEPPEL HUMAN RIGHTS POLICY

Keppel upholds and respects the fundamental principles set out in the *United Nations Universal Declaration of Human Rights* and the *International Labour Organization's (ILO's) Declaration on Fundamental Principles and Rights at Work*.

Our approach to human rights is informed and guided by general concepts from the *United Nations Guiding Principles on Business and Human Rights*.

Keppel does not tolerate unethical labour practices such as child labour, forced labour, slavery and human trafficking in any of our operations and we support the elimination of such exploitative labour.

Our commitment to human rights is supported by the Keppel Code of Conduct, which sets the tone in relation to the Company's stance and position against discrimination on any basis, inclusive of any bias on the basis of age, gender, ethnicity, nationality, religion, marital status, pregnancy status, caregiving responsibilities, mental health conditions or disability. The rules of conduct apply to all employees of Keppel and its subsidiary companies.

We adhere to the practices spelt out by Singapore's Tripartite Alliance for Fair Employment Practices (TAFEP), and endorse the Singapore Employers' Pledge of Fair Employment Practices. We comply with minimum wage laws in countries where such laws exist, and the local labour legislations.

We also respect the human rights of people in the communities where we operate. We contribute to improving social and environmental conditions where possible.

Our approach towards human rights extends to the management of our supply chain. Keppel's Supplier Code of Conduct, which is publicly available, spells out the Company's expectations of suppliers with regard to human rights. Suppliers are required to acknowledge that they have read and understood the Supplier Code of Conduct, and the acknowledgement authorises Keppel to conduct audits with prior notification at suppliers' premises. In our selection of business partners, we also take into consideration their human rights performance.

In addition, Keppel's Whistle-Blower Policy has centralised procedures and reporting channels and provides mechanisms by which employees and other persons may, in confidence, raise concerns about possible improprieties in business conduct, including violation of human rights.