# ST Engineering Group Human Rights Framework

## Our Commitment and Guiding Principles

ST Engineering understands the impact that the Group has on its employees, workers in the supply chain, customers and local communities. We take actions necessary to manage such impact and help to achieve social sustainability and strengthen our ability to operate.

We strive to conduct our business in a responsible manner. As a Group, we are committed to:

- Maintaining zero tolerance for unethical labour practices such as child labour, forced labour, modern slavery and human trafficking in any of our operations.
- Protecting human rights and adhering to all labour laws and regulations where we operate.
- Supporting the right to freedom of association and encouraging effective communication and consultation with our employees.

Our commitments are guided by international human rights principles encompassed in the:

- United Nations Universal Declaration of Human Rights,
- International Labour Organization's Declaration on Fundamental Principles and Rights at Work,
- United Nations Guiding Principles on Business and Human Rights, and
- United Nations Global Compact's Ten Principles.

Our policies, operations and relationships with our stakeholders reflect these principles of respecting human rights and dignity.

## Scope and Objective

This framework represents the commitment of all our subsidiaries within the Group, and it sets out our responsibilities as we conduct our business.

## Due Diligence

We conduct assessments to identify the actual and potential human rights impact caused by our operations, products and services. Where appropriate, we draw on internal and external experts to assist with the impact assessments.

## Grievance Mechanisms and Remediation

Any wrongdoings or concerns may be reported to the Management through our internal processes or through the whistleblowing channel published on our website. We are committed to investigate and take appropriate disciplinary and corrective actions for any substantiated violations.

## Employees

We value our employees and are committed to invest in their well-being and development to build a diverse workforce that supports our aspiration of becoming a global technology, defence and engineering powerhouse. More information on how we approach people excellence can be found at: https://www.stengg.com/getmedia/ebd906ec-9576-49b3-9032-a5e5e189948b/ST-Engineering-People-Excellence.pdf

We are committed to "Safety Before Profits" and strive to create a safe and healthy workplace for all our employees, contractors and visitors. Our workplace safety and health policy can be found at: https://www.stengg.com/getmedia/01c17053-fd97-40d2-9d3f-639f56e57f25/WSH-policy-2024.pdf

## Suppliers

We expect our suppliers to adhere to business principles consistent with our own, outlined in our Supplier Code of Conduct. This includes the fair and ethical treatment of labour within their company, as well as that of their supply chain.

## Reporting and Governance

ST Engineering is committed to report developments and our work done in relation to human rights in our disclosures under the United Nations Global Compact's annual Communication on Progress, which can be found at: https://unglobalcompact.org/what-is-gc/participants/148441-Singapore-Technologies-Engineering-Ltd

This document is owned by the Office of Group Chief Strategy and Sustainability Officer and shall be reviewed once every three years commencing from the last approval date.

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