



# Thatz<sup>®</sup> Business Conduct Principles

At Thatz<sup>®</sup>, we set high standards for the way we conduct business, including in the Corporate and Social Responsibility areas, and with compliance with all applicable laws and regulations.

## Forced or Involuntary Labour

Thatz<sup>®</sup> does not use forced or involuntary labour of any type (e.g., forced, bonded, indentured or involuntary prison labour); all employment is voluntary.

## Child Labour

Thatz<sup>®</sup> does not use child labour. The term “child” refers to any person employed under the age of 15 (or 14 where the law of the country permits), or under the age for completing compulsory education, or under the minimum age for employment in the country, whichever is greatest. We support the use of legitimate workplace apprenticeship programs which comply with all laws and regulations applicable to such apprenticeship programs.

## Wages and Benefits

Thatz<sup>®</sup> will, at a minimum, comply with all applicable wage and hour laws and regulations, including those relating to minimum wages, overtime hours, piece rates and other elements of compensation, and provide legally mandated benefits.

## Working Hours

Thatz<sup>®</sup> will not exceed prevailing local work hours and will appropriately compensate overtime. Workers shall not be required to work more than 60 hours per week, including overtime, except in extraordinary business circumstances, with their consent. Employees should be allowed at least one day off per seven-day week.

## Non-Discrimination

Thatz<sup>®</sup> will not discriminate in hiring and employment practices on grounds of race, religion, age, nationality, social or ethnic origin, sexual orientation, gender, gender identity or expression, marital status, pregnancy, political affiliation, or disability.

Thatz<sup>®</sup> has also signed the Employers' Pledge of Fair Employment with TAFEP.

## Respect and Dignity

Thatz<sup>®</sup> will treat all employees with respect and will not use corporal punishment, threats of violence or other forms of physical coercion or harassment.



### **Freedom of Association**

Thatz<sup>®</sup> respects the legal rights of employees to join or to refrain from joining worker organizations, including trade unions. Thatz<sup>®</sup> shall have the right to establish favourable employment conditions and to maintain effective employee communication programs as a means of promoting positive employee relations that make employees view third-party representation as unnecessary.

### **Health and Safety**

At Thatz<sup>®</sup>, we have always considered the safety and health of our staff, and visitors to our office premises to be of paramount importance.

Thatz<sup>®</sup> has implemented the BizSafe programme initiated by the Workplace Safety and Health Council in Singapore and has been awarded the BizSafe Level 3 certification.

### **Protection of the Environment**

Thatz<sup>®</sup> operates in a manner that is protective of the environment.

Thatz<sup>®</sup> complies with all applicable environmental laws, regulations and standards, such as requirements regarding chemical and waste management and disposal, recycling, air emissions controls, environmental permits and environmental reporting.

Thatz<sup>®</sup> has implemented a management system to meet these requirements.

Refer to our Corporate Sustainability Report for more details.

### **Laws, Including Regulations and Other Legal Requirements**

Thatz<sup>®</sup> complies with all applicable laws and regulations in all locations where we conduct our businesses.

### **Ethical Dealings**

Thatz<sup>®</sup> conducts our business in accordance with the highest ethical standards. Thatz<sup>®</sup> strictly complies with all laws and regulations on bribery, corruption and prohibited business practices.