



## SUPPLIER CODE OF CONDUCT

### OVERVIEW

LSK is committed to build a long term sustainable and safe business model which adhere to high standards in providing mechanical and electrical services to its clients and business partners. It recognises its duty and it aims to demonstrate the highest standards of business conduct, integrity, conformance to the law and regulations, and internationally recognised standards.

LSK strive for excellence in operational and financial performance, and we are committed to uphold high ethical standards in conducting our business so that LSK can achieve the highest standards of responsible business sustainability when dealing with our employees, our customers, business partners and stakeholders.

The Supplier Code of Conduct (“CoC”) sets out our expectations and requirements for Suppliers. The CoC is not intended to be an exhaustive list of ethical and business conduct requirements, as LSK recognises and expects that Suppliers maintain their own internal codes of ethics and conduct.

### 1. HUMAN RIGHTS

#### 1.1 Anti-Discrimination

All business decision shall be based solely on merit, qualifications, performance, and business needs. Suppliers shall not engage in or support any form of discrimination based on legally protected characteristics, including but not limited to age, nationality, sex, marital status, pregnancy status, caregiving responsibilities, race, religion, language ability, disability, or mental health conditions.

#### 1.2 Anti-Harassment

All forms of harassment, including any form of inhumane treatment, physical abuse or the threat of physical abuse, sexual abuse, verbal abuse, intimidation and other forms of harassment, are strictly prohibited. Suppliers shall be committed to fostering a workplace free of all forms of harassment.

#### 1.3 Child Labor

Suppliers shall adopt a zero-tolerance approach to child labor and must not employ any individual below the minimum legal working age as defined by applicable laws and regulations. Suppliers



are expected to implement appropriate controls and procedures to prevent child labor within their operations and supply chains. This includes conducting effective age verification prior to employment, promoting awareness of child labor risks among their workforce, and maintaining accessible grievance mechanisms to enable the reporting and proper investigation of any concerns.

## **2. WORKPLACE HEALTH AND SAFETY**

### **2.1 Workplace Health and Safety**

Suppliers shall provide a safe and healthy work environment for all workers and relevant stakeholders. Suppliers are expected to recognise the inherent safety risks associated with their operations and take appropriate measures to protect the health and safety of all personnel, both at offices and worksites.

Suppliers shall comply with all applicable workplace safety and health laws, regulations, and industry standards in the countries where they operate, including, where relevant, Singapore's Workplace Safety and Health Act (WSHA).

## **3. ENVIRONMENT**

### **3.1 Energy Consumption & Carbon Emissions**

Suppliers shall actively manage and minimise their energy consumption and associated greenhouse gas emissions. Suppliers are expected to support environmental sustainability by adopting energy-efficient practices and, where feasible, aligning with long-term climate goals such as carbon reduction or net-zero commitments.

Suppliers shall comply with all applicable environmental laws and regulations in the countries where they operate and are encouraged to establish processes to monitor, review, and continuously improve their energy performance.

### **3.2 Waste Management**

Suppliers shall manage waste responsibly by minimising waste generation, maximising reuse, and promoting recycling wherever practicable. Suppliers are expected to ensure the safe handling, storage, transport, and disposal of both non-hazardous and hazardous waste in compliance with all applicable environmental laws and regulations in the countries where they operate.



## 4. INFORMATION SECURITY

### 4.1 Information Security and Data Protection

Suppliers shall protect the confidentiality, integrity, and security of all information assets they access, collect, store, or process in the course of their engagement. This includes all business, customer, and employee data. Suppliers must take appropriate measures to safeguard such information against unauthorised access, disclosure, loss, or destruction.

Suppliers shall comply with all applicable data protection and information security laws and regulations in the countries where they operate.

## 5. BUSINESS ETHICS

### 5.1 Anti-Bribery and Corruption

Suppliers shall conduct business with integrity and in full compliance with all applicable anti-bribery and anti-corruption laws and regulations in the countries where they operate. Suppliers must strictly prohibit the offering, giving, soliciting, or accepting of any form of bribes, kickbacks, or other improper inducements, whether directly or indirectly, in any business dealings.

## 6. COMPLIANCE WITH SUPPLIER CODE OF CONDUCT

Suppliers are required to acknowledge that they have read and understood this Code. Suppliers are expected to communicate the content of this Code to their employees, suppliers and any third parties they engage to fulfil their contractual obligations with LSK. Suppliers should also take these principles into account when appointing subcontractors and ensure that such parties adhere to the standards set out in this Code.

## 7. REPORTING CONCERNS

Suppliers shall report any violations or suspected violations of this Code to LSK Engineering without undue delay. In the case of a violation of this Code, suppliers are expected to implement a corrective action plan with appropriate and effective remediation and timeline for completion. Violations of this Code may lead to a termination of business relationship, if the Supplier is unwilling to cooperate and address confirmed violations of this Code in a timely manner.

To report a violation, suppliers may send an email to [ireporting@lsk.com.sg](mailto:ireporting@lsk.com.sg). All reports shall be handled with the utmost confidentiality, and all whistleblowers shall be protected from retaliation.



**LSK ENGINEERING (S) PTE LTD**

\_\_\_\_\_Signature here\_\_\_\_\_

[Supplier Company Name]

[Date]