



SINGTEL GROUP HEALTH, SAFETY AND SECURITY (HSS) POLICY

The Singtel Group is committed to providing a healthy, safe and secure work environment for employees, customers, business partners and visitors. Every employee has a personal responsibility to support this commitment

TO ACHIEVE OUR COMMITMENT, WE WILL:

- Understand and comply with all applicable HSS laws, regulations, guidelines, standards, procedures and other requirements
- Provide a safe, secure and supportive work environment as well as programmes that support well-being and healthy living. All people leaders to role model the right behaviours and implement safe work practices
- Establish responsibilities, accountabilities, performance targets; to achieve zero incidents, in a safe and secure environment
- Educate our employees by providing information, instruction, training and supervision
- Commit to consultation and participation of employees to identify, assess and eliminate workplace, health, safety and security related hazards and risks
- Report and investigate HSS incidents, hazards and risks and implement corrective and preventive measures promptly
- Provide resources to achieve industry standards, to gain the confidence of all stakeholders and enable continuous improvement for HSS
- Promote a culture in which all employees understand their HSS obligations and share our commitment to achieve the adopted standard for workplace health, safety and security best practices

A handwritten signature in black ink, appearing to read "Yuen Kuan Moon", with a long, sweeping horizontal stroke extending to the right.

Yuen Kuan Moon
Group Chief Executive Officer

01 September 2022