

Corporate Statement on Human Rights

Keppel Corporation and our Group of Companies uphold and respect 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*.

The Keppel Group of Companies do 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 our Employee Code of Conduct, which sets the tone in relation to the Group's stance and position against discrimination on any basis inclusive of any bias on the basis of ethnicity, sex, religious beliefs, nationality, age or any physical disability. The rules of conduct apply to all employees of Keppel Corporation 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 respect the values and cultures of the people and the communities in which we operate. Within our capabilities, we reinforce our commitment to respecting human rights through the improvement of social and environmental conditions. We aim to serve as a positive influence in communities in which we operate, demonstrating by our actions our belief that human rights violations are unacceptable.