



## **SSW CODE OF CONDUCT AND WHISTLEBLOWING POLICY**

SSW Group has an internal Code of Conduct which guides our staff on professional conduct and ethical values that we expect from our employees. Employee misconduct will be handled through this channel while our Whistleblowing Policy provides alternative ways for employees (both permanent and short-term) and external parties to raise concerns regarding fraud, bribery or corruption in the course of our businesses. Our policies contain strong assurance that whistle-blowers will be protected from reprisals or victimisation if reports are made in good faith or are not malicious, and it further provides guidance in its enforcement by listing examples of reportable or unacceptable behaviours.

The three direct reporting channels that have been set apart and handled with confidential safeguards are: SSW Management, Company Secretary and Chairman of the Group Audit Committee. For queries or to make a report, please write to [limfreedersh@trustedservices.com.sg](mailto:limfreedersh@trustedservices.com.sg) or call 69097052.