

Vendor Code of Conduct

This Vendor Code of Conduct (**code**) sets out specific expectations of our vendors. The standards contained within this code are based on internationally recognized norms, including but not limited to the International Labor Organization's Fundamental Conventions, the United Nations Universal Declaration of Human Rights, United Nations Guiding Principles on Business and Human Rights and local laws.

1. Maintain Policies and Procedure

We expect our vendors to maintain policies and procedures. In particular, we expect vendors to have policies that effectively address the following

- Compliance with Laws
- Conflicts of Interest
- Bribery and Corruption
- Money Laundering
- Data Protection

2. Grievance Redressal Mechanism

Vendors are expected to provide workers with access to transparent and confidential mechanism to raise workplace concerns, resulting into investigation and resolution and protection from retaliation.

3. Human Rights

We expect vendors to develop policies concerning human rights that applies to their extended operations and supply chains. The policies should at least cover following topics:

- Fair wages and benefits
- Child Labour
- Discrimination and Harassment
- Safe workplace conditions

4. Diversity, Recruitment and Talent Development

Vendors are expected to promote diverse and inclusive environment and recruit, develop and retain talent from diverse groups.

5. Environmental impacts of Operations, Products and Services

We expect our vendors to have policies and mitigating measures for negative environmental impacts from their operations, products and services.

We recognize that Vendors particularly those from the SME sector will require support in meeting the stipulations as stated. For these small vendors, uab bank will continue to support them towards developing a more formal structure as they grow their business. Small business will continue to be supported so long as they are agreeable in principle to abide with the above Code.

Other relevant codes and policies

Other relevant internal codes and policies related to the Vendor Code of Conduct are:

1. Code of Ethics of uab bank Limited
2. Basic Procurement Guidelines and Procedure