

*United Overseas Bank did not provide individual answers to our questions, but instead sent the following:*

**Human Rights – Respect for freedom of association and the right to collective bargaining**

At UOB, our labour-management relationship has always been harmonious and in accordance with the tripartite model in Singapore. The company recognises three different unions as the collective negotiating body on behalf of the respective employees. All terms and conditions of employment negotiated between the company and the union are spelt out in the Collective Agreements that are certified by the Industrial Arbitration Court. The company also complies with Sections 79 and 80 of the Industrial Relations Act which state that it is an offence to induce persons not to join trade unions and to discriminate against members of trade unions.

For all human resource-related issues that may have an impact on union category employees, Group Human Resources (HR) will discuss with the respective union leaders before a decision is made or implemented. We have also instituted meetings with the unions on a regular basis to allow both parties to highlight relevant issues.

HR business partners will escalate issues relating to union category employees to the Employee Relations team for their advice and necessary action. Where HR matters impact the union category employees, these will be discussed and socialised with the respective unions before implementation.

This above applies to all human resource-related programmes that may have an impact on the union category employees.

## **Human Rights – Non-discrimination**

The UOB Code of Conduct that all employees are required to comply with specifies our commitment to ensuring equality of opportunity to all employees on the basis of merit.

We will not tolerate or condone any type of discrimination including harassment. The Code of Conduct is covered in the orientation programme for new hires. For existing employees, they need to declare on an annual basis that they have read the Code of Conduct and will comply with it. We have recently developed an e-learning module on the Code of Conduct which all employees will need to complete on an annual basis.

In line with the Retirement and Re-employment Act, the company offers re-employment to employees who reach the age of 62. We also have a number of employees who are still in employment beyond 65.

We have a good balance of female employees in the senior leadership team as well as in management positions. For example, the Group Heads of Technology and Operations, Human Resources, Compliance, Legal, Strategic Corporate Communications and Customer Advocacy, and Channels are women. Together, they manage more than 48 per cent of the Bank's global workforce.

Any non-compliance with the UOB Code of Conduct will result in disciplinary action, which may include but not be limited to suspension or termination of employment. In addition, there are four independent channels for employees to whistleblow and raise genuine concerns.