



SSW GROUP WHISTLEBLOWING POLICY

1. PURPOSE & SCOPE

- 1.1. This Whistle Blowing Policy is to provide a direct and independent avenue for employees of the SSW Group or external persons to make good faith reports of suspected fraud, corruption and bribery within the Group via the reporting procedure as described herein.
- 1.2. Through this policy, the Group aims to create trustworthy conditions which would give confidence to the reporting party, and that all such matters would be handled in the most sensitive and confidential manner. SSW Group is committed to ensure that there will be no retaliation of any kind or in any way to the reporting party.
- 1.3. This policy shall apply to SSW Group and can be viewed and accessed by anyone on the Group's official website.
- 1.4. It does not cover any reporting that is related to staff misconduct, ethical and safety matters, which shall be managed through the Group's Human Resources function and via a separate escalation channel.

2. REPORTING PROCEDURE

- 2.1. Any employee or external person can report a suspected wrongdoing in relation to the following:
 - a. Fraud and/or fraudulent acts, including intentional errors or non-compliance.
 - b. Corruption and/or corrupt activities.
 - c. Bribery.
- 2.2. If the reporting party is uncomfortable with or has concerns that his/her report will not be properly addressed by the First-Level channel, he/she may directly contact the Second-Level escalation channel by telephone, letter or email as described below.

First-Level Channel

- a. Immediate Supervisor or Manager
- b. HR Manager
- c. Group CEO

Second-Level Channel

- a. Call Whistle Blowing Hotline at +65 6909 7052 (Ms. Elizabeth Khoong, Company Secretary)
- b. Email to elizabethkhoong@trustedservices.com.sg
- c. Post and addressed letter to "Chairman of the Group Audit & Risk Committee" at the following address:

Singapore Storage & Warehouse Pte Ltd
c/o Trusted Services Pte Ltd
456 Alexandra Road #14-01
Fragrance Empire Building
Singapore 119962
(Attn: Company Secretary)