



DBS Modern Slavery Statement

Introduction

In May 2017, DBS Bank Ltd (DBS) published its first modern slavery statement, for the financial year ended 31 December 2016.

This is DBS' fourth statement and is made pursuant to Section 54(1) of the UK Modern Slavery Act 2015. This statement sets out the steps taken by DBS in the financial year ended 31 December 2019, to address the risks of modern slavery in our organisation, financing practices and supply chains.

About DBS

DBS is a leading financial services group in Asia headquartered and listed in Singapore. We have presence across 18 markets, with key franchises in Singapore, Hong Kong, China, Taiwan, India and Indonesia.

DBS is committed to adopting sustainable and socially responsible policies, including alignment of our operations, practices and strategies with universally accepted principles in human rights and elimination of all forms of forced and compulsory labour.

Our Employees

Through our Code of Conduct, we set out clear principles and minimum standards of behaviour expected of each employee, which includes treating others in a professional, ethical and responsible manner. It also defines the procedures for reporting of incidents and provides protection for employees making these disclosures.

We have a holistic approach to employee development, engagement and retention anchored in internal policies, covering amongst others recruitment, onboarding, compensation and benefits and continuous employee development. We comply with the Tripartite Standards by the Tripartite Alliance for Fair & Progressive Employment Practice (TAFEP) that set standards for fair recruitment practices, flexible work arrangement, grievance handling processes, age management and other employment matters.

Our Customers

Our Group Responsible Financing Standard (Standard), which was introduced in 2017, provides guidance on assessing environmental, social and governance risks (ESG) for all credit applications, periodic credit reviews (including where specific triggers are breached), and capital markets transactions. The Standard is supplemented by our eight Sector Guides pertaining to industries with elevated ESG risks.



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Under the Standard, we have an established ESG risk assessment approach which includes screening to prevent contributing to forced labour and modern slavery practice in our lending portfolio. Among others, we will not knowingly finance activities involving child or forced labour and human rights abuses. In 2019, we further strengthened our ESG risk assessment process which also evaluates the risk of customer operations affecting livelihoods, involving resettlement, or demonstrating poor labour working conditions as these may create situations which bring about slavery. Around 4.4% (four point four percent) of ESG risk assessments conducted for large corporation customers were escalated for enhanced due diligence.

Our ESG risk assessment framework is aligned to international best practices, including the World Bank Environmental, Health and Safety Guidelines and International Labour Organization (ILO) Conventions and Recommendations. Notably, in November 2019, we signed up to the Equator Principles (EPs), which outline rigorous social and environmental standards for large-scale developments. Adoption of the EPs will further strengthen our risk management of modern slavery issues in financed projects.

Where exploitative practices are identified, we will investigate and work with our customers to ensure they rectify them and prevent recurrence.

We conduct trainings that enable our employees to be equipped with the knowledge to apply our policies and standards consistently. As at December 2019: a total of 1,850 (one thousand eight hundred fifty) Relationship Managers (“RMs”) and Credit Risk Managers (“CRMs”) have completed ESG training using our eLearning module, representing 97% (ninety seven percent) completion rate; and a total of 772 (seven hundred seventy two) employees from our core markets have undergone ESG training in a classroom-based setting.

In 2019, we introduced a new training module for our RMs and CRMs specifically on human trafficking and modern-day slavery. Three training sessions of this module were conducted with our Know-Your-Customer (KYC) team and we trained 628 (six hundred twenty eight) RMs. The objective was to raise internal awareness and enhance our understanding of the early-warning signals and relevance of modern slavery to our business.

We will continue with our training programmes to equip our staff with the knowledge and tools required to conduct ESG risk assessments in 2020.

Our Suppliers

We aim to partner with suppliers who adopt good ethical, professional and legal standards. DBS Sustainable Sourcing Principles (SSP) outline our expectations of suppliers in four key areas – human rights (which includes human trafficking and slavery), safety and health, environmental sustainability and business integrity and ethics.

Since 2015, all new suppliers in Singapore who engage with DBS Bank are required to sign up to the SSP and acknowledge that they will conduct their business in compliance with applicable laws, including those dealing with modern slavery. In 2019, 99.9% (ninety nine point nine percent) of our new suppliers have signed their commitment to our SSP.



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In 2017, we rolled out SSP adherence processes across our six key markets. In 2018, we developed an assurance checklist in accordance to the SSP and conducted selected onsite assurance. In 2019, we have completed the sustainability assurance on 45 (forty-five) suppliers and obtained their recommitments to comply with our SSP requirements.

This Statement was approved by the Board of Directors on 19 February 2020.

Name (Director) : Piyush Gupta

Signature : 