

Modern Slavery Statement (UK Modern Slavery Act 2015)

Organisation

This statement is made on behalf of UOL Development (UK) Ltd ("**Company**") with respect to the financial year ending December 2021.

The Company is incorporated in the United Kingdom and has developed a site in Bishopsgate/Devonshire Row, London, into a five-star "Pan Pacific" hotel, luxury residential apartments with a retail/office component ("**One Bishopsgate Plaza**"). The Company is part of UOL Group Limited ("**Group**"), a Singapore property and hospitality company listed on the Singapore Exchange ("**SGX**"), with presence in the Asia-Pacific. One Bishopsgate Plaza is owned by UOL Group Limited through a Jersey ownership structure.

Policies

The Company is part of the UOL Group Limited ("**Group**") and adheres to Group policies and procedures, as appropriate, which address compliance with applicable modern slavery and human trafficking laws and include the Modern Slavery Act 2015 (UK).

The Group's Code of Business Conduct sets the ethical and professional standards for all employees who are required to comply with all applicable laws and regulations in the countries where the Group has presence. All employees confirm their compliance with the Code of Business Conduct annually and undergo periodic training. The Group is already subject to the Prevention of Human Trafficking Act 2014 (Singapore Statutes).

The Group believes in treating its employees well, having diversity and inclusivity in its workforce, and implementing workplace health and safety best practices. There is a whistleblowing policy for employees and other parties to report on infringement of the Code of Business Conduct or any other laws, regulations, policies and processes, including any labour-related abuses, suspected breach of slavery and human trafficking laws. All complaints are investigated independently and we seek to address issues that we become aware of by way of appropriate action.

As a component stock in the SGX Sustainability Leaders Index, the Group strongly supports incorporating ESG factors and risk management in its strategy, businesses and operations. Details of the corporate governance and sustainability policies and processes are found at www.uol.com.sg. The Group publishes its Annual Report and Sustainability Report annually setting out respectively, its corporate governance practices and sustainable practices seeking to take into account, as applicable, environmental, social and governance ("**ESG**") factors in its businesses and operations.

Our Partners

We recognise that risk factors associated with modern slavery and human trafficking can be present within the construction and hospitality industries. Therefore, the Company requires its direct contractors and suppliers to comply with applicable laws and regulations, which include applicable slavery/human trafficking laws. For the development of One Bishopsgate Plaza, the Company engages reputable and well-established consultants, contractors and suppliers ("**Development Partners**"). The Company expects all Development Partners to adhere to the Modern Slavery Act and is committed to addressing any situations that we become aware of involving any Development Partner in breach of applicable laws, including concerning modern slavery and human trafficking. The Company's Development Partners are able to escalate grievances and concerns via the procedures detailed in the Group's Whistleblowing Policy. As of 25 May 2021, the aforementioned construction of One Bishopsgate Plaza has achieved practical completion and the Company no longer engages in projects involving a high risk of modern slavery and human trafficking.

Conclusion

The Company is committed to striving to improve its policies, processes and practices to address, *inter alia*, modern slavery and human trafficking issues, and to build a strong work culture of good business ethics, including concerning its business activities in the UK. We will undertake steps to support and communicate this commitment.



Chan Weng Khoon
Director

For and on behalf of the Board of Directors
UOL Development (UK) Ltd
25 July 2023

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