



**VENTURE CORPORATION LIMITED**

Incorporated in Singapore  
Co. Reg. No: 198402886H  
(the “Company”)

**VENTURE GROUP LABOUR AND HUMAN RIGHTS POLICY**

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**1. Introduction**

The Company and its subsidiaries (together, the “**Venture Group**”) are committed to upholding labour and human rights both within our own operations and throughout our supply chain.

This Labour and Human Rights Policy (this “**Policy**”) articulates the Venture Group’s commitment to respecting internationally recognised human rights throughout our operations, in alignment with local laws and the principles set out in the International Labour Organisation Declaration of Fundamental Principles and Rights at Work.

**2. Scope of application**

This Policy applies to all Directors, officers and employees of the Venture Group, whether contracted on a full-time or a part-time basis.

In addition, this Policy is communicated to all customers, suppliers and other business partners such as contractors, consultants, freight forwarders, distributors, sales representatives or any persons doing business with the Venture Group or on its behalf, as a condition of doing business with the Venture Group. The Venture Group seeks the strong support of its business partners in its commitment to the protection of labour and human rights.

The Policy is to be read in conjunction with other related policies including:

- **Code of Conduct**, which outlines the key principles, ethics and best practices in the conduct of the Venture Group’s business.
- **Employee Handbook**, which provides guidance to employees on applicable policies and procedures as appropriate.
- **Health and Safety Policy**, which states our commitment to maintain a safe and healthy work environment for all employees.
- **Workplace Harassment Policy**, which defines workplace harassment and provides a framework for filing complaints, investigating claims and disciplinary measures without fear or favour as appropriate.
- **Recruitment Policy**, which outlines the key principles and procedures to a fair, equitable and merit-based recruitment process, in compliance with local employment laws and fair employment practices as appropriate.

- **Sustainable Procurement Policy**, which outlines our commitment to ethical and sustainable procurement.
- **Supplier Code of Conduct**, which sets clear expectations for all suppliers in labour practices, health and safety, environmental stewardship, and ethical business conduct.
- **Ethics Policy**, which outlines our commitment to upholding the highest standards of responsible business conduct and in compliance with all applicable laws, rules, and regulations.
- **Personal Data Protection Policy**, which sets out policies and procedures with respect to personal data that is collected, used, disclosed or otherwise processed by the Venture Group.
- **Whistle-Blowing Policy**, which provides a channel for employees and third parties to raise and report any concerns about possible improprieties in matters of financial reporting or other wrongdoings relating to the Venture Group and its employees.
- **Grievance Policy and Procedure**, which provides a framework for resolution of difficulties that may arise in the workplace as appropriate.

If there are any discrepancies between the Venture Group's policies, the stricter standard shall apply. This Policy does not purport to be exhaustive and is not intended to be used as a substitute for obtaining specific professional advice as may be required. It does not purport to exhaustively address the legal or regulatory requirements of any country or jurisdiction.

### **3. Our Commitment**

#### ***Workplace health and safety***

The Venture Group is committed to a safe and healthy work environment, with established procedures for reporting and preventing accidents, injuries, and unsafe conditions.

To safeguard our employees, we have implemented occupational health and safety ("OHS") management processes that comply with local regulatory requirements and align with internationally-recognised management systems such as the OHSAS 18001 and ISO 45001. Each site has its respective Workplace Safety and Health ("WSH") Committee which oversees the management of OHS and implementation of policies. Employees are represented on such committees. Health and safety officers are appointed at each site to support their WSH committee in the implementation of OHS policies.

Our production machinery and equipment are frequently assessed for safety hazards. If there are potential safety hazards identified, maintenance is promptly conducted to eliminate the risk of injury to our employees.

OHS training is conducted at all sites, including briefings on hazard identification and incident notification processes. There is an ongoing Environment, Health and Safety Campaign (“**EHS**”) which highlights a different EHS topic each month to promote greater safety awareness and encourage proactive practices across all sites. Employees are reminded to use personal protective gear to prevent occupational hazards.

For sites with employees who are particularly exposed to health hazards due to the nature of their work, robust occupational health services are in place providing access to regular health tests and screenings. All workplace health-related records are kept under strict confidentiality.

Regardless of severity, all OHS incidents must be documented and followed by an investigation. All reportable incidents are filed with the relevant authorities. Employees may also remove themselves from the task at hand if they feel unsafe while performing any operations and report the unsafe condition to their supervisor.

Audits and reviews such as risk assessments and hazard identification are conducted regularly to test the effectiveness of the existing framework.

### ***Diversity and non-discrimination***

The Venture Group is committed to providing equal employment opportunity for all employees and applicants, with the hiring and promotion of employees being based on merit. There must be no discrimination upon the basis of race, colour, religion, age, gender, sexual orientation, gender identity, ethnicity or national origin, disability, pregnancy, marital status, union membership or political affiliation.

All employees of Venture have a responsibility to treat others with dignity and respect. We have implemented an awareness training programme to ensure that our commitment is reinforced across the Venture Group.

### ***Anti-harassment***

The Venture Group is committed to providing a safe workplace free of all forms of harassment on any grounds.

The Workplace Harassment Policy outlines the framework for reporting harassment in good faith and in confidence. We do not tolerate retaliation against anyone who reports a concern in good faith.

### ***Working conditions***

The Venture Group prioritises the well-being of its employees and supports a positive workplace environment that allows every employee to achieve their best at work.

We are committed to complying with local laws on working hours, fair wages and employee benefits, with reference to the RBA guidelines as appropriate. We provide paid leave such as annual leave and childcare leave, medical benefits such as health screening, insurance coverage, and other benefits such as flexible work arrangements in alignment with local laws and best practices.

Our remuneration framework draws a clear connection between performance and remuneration to support the Venture Group's strategic objectives of driving a performance-excellence mindset, improving organisational effectiveness, as well as attracting and retaining talent. Certain employees are eligible to the allocation of share-based components through the Venture Corporation Executives' Share Option Scheme 2025 and the Restricted Share Plan 2021, both of which aim to foster an ownership culture within the organisation.

### ***Career development***

Our goal is to ensure that every employee feels valued, supported and empowered to contribute meaningfully to our shared success. In a fast-changing business environment, we stay focused on building a resilient workforce that is well-positioned to thrive and continuously grow.

The Venture Group strives to inculcate a strong learning culture among our people and enable their growth trajectory. All employees undergo mandatory training sessions. Topics may include anti-bribery and anti-corruption, data protection, environmental health and safety, and our Code of Conduct. Each site has specific training sessions that support employees with development of critical skills required for their roles. We have an online Learning Management System ("**LMS**") which offers employees access to online learning materials covering a wide range of topics to meet their learning needs and continuous growth.

The Venture Group has a formal performance review process that evaluates each employee's contributions. Each year, all employees are required to set out their objectives, targets and performance conditions, which must be aligned to the overall strategic direction, objectives and core values of the Group. These work goals are reviewed regularly throughout the year and each employee's performance, is assessed against the pre-determined performance targets. Employee performance is a key consideration in determining the variable component of employee remuneration.

### ***Freedom of association***

The Venture Group respects the rights of our employees to join or not join labour unions and advocacy groups, in accordance with local laws and regulations.

### ***Prohibition of child and forced labour***

The Venture Group will not use or tolerate the use of child labour or forced labour within our own operations and throughout our supply chain. All suppliers must comply with these standards, as stated in our Supplier Code of Conduct.

We do not allow hiring of young persons (as defined by local laws) under any circumstances. The Recruitment Policy outlines procedures for verifying the age of prospective hires, and reporting underaged persons to the relevant authorities.

### ***Protection of personal data***

The Venture Group respects the privacy of personal data disclosed to us, and are committed to protecting personal data in accordance with applicable laws. We have established policies and procedures with respect to personal data that is collected, used, disclosed or otherwise processed by the Venture Group, as stated in our Personal Data Protection Policy. This includes a right to request access to or correct one's personal data in our possession, and a right to withdraw consent given in respect to the collection, use or disclosure of one's personal data.

Any questions, requests or concerns relating to personal data protection should be addressed to our Personal Data Protection Officer by email to [dataprotection@venture.com.sg](mailto:dataprotection@venture.com.sg) or by post to 5006 Ang Mo Kio Ave 5, #05-01/12 TECHplace II, Singapore 569873.

### ***Legal and regulatory compliance***

The Venture Group is committed to complying with all laws, regulations, and other requirements applicable to our operations. There were no significant incidents of non-compliance with any relevant health and safety laws and regulations in 2024.

## **4. Our targets**

As part of our commitment to upholding the highest standards of labour and human rights, we have implemented the following Group-level targets.

<b>Category</b>	<b>Annual target(s)</b>
Occupational health and safety	Reduce or maintain an incident rate of recordable injuries to below 1.0 per one million hours worked
	Zero fatalities across all sites
Diversity and inclusion	Zero incidents of discrimination
	Maintain gender balance in the workforce
Human rights	Zero forced and child labour in operations
Protection of confidential information	Zero breaches of data privacy in each calendar year

	Obtain ISO 27001 ISMS certification for all key global sites
Compliance with other laws and regulations	Zero cases of non-compliance with all relevant laws and regulations in each calendar year
	Zero cases of significant fines or non-monetary sanctions related to environmental laws and regulations in each calendar year

## 5. Governance

The Company's Board of Directors has overall responsibility for ESG matters. At the management level, the Sustainability Steering Committee, comprising the Executive Chairman, the Group CEO and the CFO, drives and executes the Company's strategy. The Sustainability Department plans, manages and oversees sustainability matters at Group level and is responsible for implementing this Policy.

## 6. Communications

This Policy is available to all employees on the Company's intranet and also publicly available on the Company's website at <https://www.venture.com.sg/social-and-governance/>, ensuring that all Directors, officers and employees of the Venture Group have access to current guidelines.

## 7. Non-compliance

In case of non-compliance with this Policy, the Venture Group has a Whistle-Blowing Policy to provide a channel for employees and third parties to raise and report, in good faith and in confidence, any concerns about possible improprieties.

The Venture Group does not condone or tolerate any form of reprisals, unfair or detrimental treatment, such as harassment, retaliation or victimisation, against a whistle-blower who files a whistle-blowing report in good faith. We are committed to protecting whistle-blowers against reprisals, unfair and detrimental treatment arising out of or related to reporting a genuine concern, even if such a concern turns out to be unfounded subsequently.

The Audit & Risk Committee is responsible for the oversight and monitoring of the Whistle-Blowing Policy and any whistle-blowing reports. There is a confidential line of communication to make whistle-blowing reports by post to the Company's registered address, marked to the attention of the Audit & Risk Committee Chairperson. Reports can also be lodged by calling the hotline at +65 6484 8096 or via email at [whistleblow@venture.com.sg](mailto:whistleblow@venture.com.sg).

The Whistle-Blowing Policy is supplemented by a Grievance Policy and Procedure which provides a framework for resolution of difficulties that may arise in the work place, through open communication and discussion between colleagues.

Both the Whistle-Blowing Policy and Grievance Policy and Procedure are clearly communicated to all employees and are available on the Company's intranet. In addition, the Whistle-Blowing Policy is publicly available on the Company's website at <https://www.venture.com.sg/social-and-governance/>.

## **8. Review**

This Policy shall be reviewed at least annually, or as and when necessary, to maintain its relevance and effectiveness in achieving the Venture Group's labour and human rights.



**Wong Chee Kheong**  
**Group CEO**

Date: 1 August 2025