

StarHub Responsible Sourcing Policy

Introduction

Our Responsible Sourcing policy defines our commitment to adopt and promote sustainable and responsible business practices within our supply chain and outlines our expectations for employees and suppliers procuring goods on behalf of StarHub.

Our Commitment

StarHub is committed to corporate sustainability and responsible sourcing to ensure safe working conditions, respect of worker rights, and environmentally conscious business operations. We strive to uphold the highest level of honesty and integrity in our business and expect these shared values from our own employees as well as partners.

As a signatory member of United Nations Global Compact since 2012, StarHub pledged to adopt and promote sustainable and responsible business practices. This means operating in ways that, at a minimum, meet fundamental responsibilities in the areas of human rights, labour, environment and anti-corruption. We continuously monitor our procurement activities and revise them when necessary, in light of emerging risks and in alignment with the United Nations Guiding Principles on Business and Human Rights.

Scope

This policy applies to all StarHub employees and suppliers procuring goods on behalf of StarHub.

Suppliers are expected to comply with this policy, [Supplier Code of Conduct](#) and applicable local law. In cases where local laws or national regulations are more stringent in the location a supplier operates in and/or manufactures goods procured by StarHub, the higher requirement will be met.

Suppliers are also expected to communicate this policy and our Supplier Code of Conduct with their next tier suppliers, agents, and third-party partners to ensure alignment of CSR expectations throughout the supply chain.

StarHub requires all suppliers to report their compliance with this policy and our Supplier Code of Conduct by completing StarHub's Supplier Self-Assessment Questionnaire online, periodically and at least once every 3 years. Failure to demonstrate compliance with this policy and our Supplier Code of Conduct can lead to consequences up to and including termination of business.

Policy Governance

StarHub's Board of Directors review this policy and Supplier Code of Conduct regularly as part of our responsibility sourcing due diligence, or when circumstances dictate, to align with changes in regulations or in response to emerging issues.

StarHub's Corporate Purchasing team has responsibility for managing this program and the Supplier Code of Conduct.

Principles for Responsible Sourcing

Our Principles for Responsible Sourcing guide our sourcing decisions to help us meet our commitment to adopt and promote sustainable and responsible business practices.

Our Principles are based on the core conventions of the International Labour Organization (ILO) Conventions on Labour Standards, the United Nations Universal Declaration of Human Rights and the UN Convention on the Rights of the Child, local laws and universally accepted fundamental principles. Our Principles are:

Human Rights:

- Principle 1: Businesses should support and respect the protection of internationally proclaimed human rights;
and
- Principle 2: make sure that they are not complicit in human rights abuses.

Labour:

- Principle 3: Businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining
- Principle 4: the elimination of all forms of forced and compulsory labour
- Principle 5: the effective abolition of child labour
- Principle 6: the elimination of discrimination in respect of employment and occupation

Environment:

- Principle 7: Businesses should support a precautionary approach to environmental challenges
- Principle 8: undertake initiatives to promote greater environmental responsibility
- Principle 9: encourage the development and diffusion of environmentally friendly technologies

Anti-Corruption

- Principle 10: Businesses should work against corruption in all its forms, including extortion and bribery

Our principles are further defined in our Supplier Code of Conduct.

Grievance Mechanism and Remedy

It is important to StarHub that effective remedies are available for affected people and communities where it is identified that our operations have caused or contributed to adverse impacts, in alignment with the [United Nations Guiding Principles on Business and Human Rights](#). These remedies may be provided through direct engagement with affected people and communities, or in collaboration with our suppliers or other third parties.

StarHub provides reporting channels for employees and suppliers to report responsible sourcing and other ethical concerns anonymously without fear of retaliation, intimidation, harassment, discrimination or victimization for review and required action. To learn more about grievance mechanism, review our [Whistleblowing Policy](#).

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Accountable:	Corp Purchasing
Contact details:	chris.kwek@starhub.com
Related policies	Corporate Gift & Hospitality Policy Supplier Code of Conduct Whistleblowing Policy