

Human Rights Statement

Baker Engineering respects and is committed to upholding the international human rights principles set out in the **Universal Declaration of Human Rights and International Labour Organisation's (ILO) Declaration on Fundamental Principles and Rights at Work**. Our policies (including Code of Conduct, Whistleblowing, Recruitment), where relevant to human rights, are guided by the general concepts from the **United Nations Guiding Principles on Business and Human Rights**.

We embrace **fair employment, diversity, inclusivity and equal opportunities** in the workplace in line with the principles advocated by Singapore's Tripartite Alliance for Fair and Progressive Employment Practices (TAFEP). We have adopted the **SINGAPORE TRIPARTITE STANDARDS** and is a signatory of the **TAFEP EMPLOYERS' PLEDGE OF FAIR EMPLOYMENT PRACTICES**. We believe in providing fair and decent employment terms and abide by local labour legislations. **Recruitment, employee benefits, appraisals, career advancements** are based on merit and objective considerations including **qualifications, performance and skills**. We strive to provide a **SAFE** and **SECURE** workplace for employees and subcontractors and do not tolerate any form of violence or harassment.

Baker Engineering does not tolerate unethical labour practices including slavery, forced labour, child labour and human trafficking in any of our operations and business practices. We **RESPECT** human rights within the communities we work in by considering the environmental impact of our operations through the adoption of **ISO45001**.

Our **respect for human rights** is embedded in the policies and systems throughout the Baker Engineering and larger Baker Technology Limited group and value chain. All of our **EMPLOYEES, SUBCONTRACTORS, SUPPLIERS AND VENDORS** are expected to operate in line with our principles.



.....
TAN WEE LEE
Managing Director
Baker Engineering Pte. Ltd.