

# United Nations Global Compact Communication on Progress

## DESCRIPTION OF ACTIONS

### Human Rights

Please use the box below to describe **actions** your company has taken in the area of human rights.

- SIA's labour practices relating to child labour, forced or compulsory labour, human rights grievance mechanism, as well as diversity and equal opportunity are in accordance with the Employment Act and laws of Singapore
- SIA is also committed to acting ethically and with integrity to combat the risk of modern slavery and human trafficking. We have published a statement outlining our approach on this matter, and will continuously review and develop our policies and procedures to address modern slavery and human trafficking risks
- More information can be found via our Sustainability Report, which is published annually via the following link: [https://www.singaporeair.com/en\\_UK/sg/about-us/information-for-investors/annual-report/](https://www.singaporeair.com/en_UK/sg/about-us/information-for-investors/annual-report/)

### Labour

Please use the box below to describe **actions** your company has taken in the area of labour.

- SIA's labour practices relating to child labour, forced or compulsory labour, human rights grievance mechanism, as well as diversity and equal opportunity are in accordance with the Employment Act and laws of Singapore
- All of SIA's suppliers are expected to comply with our Suppliers' Code of Conduct, which was developed in accordance with SIA's business values
- More information can be found via our Sustainability Report, which is published annually via the following link: [https://www.singaporeair.com/en\\_UK/sg/about-us/information-for-investors/annual-report/](https://www.singaporeair.com/en_UK/sg/about-us/information-for-investors/annual-report/)

### Environment

Please use the box below to describe **actions** your company has taken in the area of environment.

- SIA supports IATA's three global climate targets and has adopted the four-pillar strategy in our operations to reduce our carbon footprint
- SIA has since 2011 been an active member of the Sustainable Aviation Fuel Users Group (SAFUG), which was established to accelerate the development and commercialization of Sustainable Aviation Fuels (SAF). SIA sees SAF as a long-term measure to support the aviation industry's carbon-neutral growth goal beyond 2020
- SIA does not source water from nationally or internationally protected areas. Water is sourced from Singapore's national water agency, the Public Utilities Board. Rainwater is also collected and reused

- SIA incorporates the three Rs (reduce, reuse, recycle) in our daily activities to improve our waste management practices and maximise efficient use of resources
- SIA welcomes proposals from suppliers that include bio-degradable or recyclable materials as alternatives to more commonly used raw materials
- SIA encourages and welcomes suppliers to submit environmentally friendly proposals and such proposals are favourably considered during the product assessment and selection stage
- Our Procurement department aims to ensure paper suppliers have an FSC certification or are able to show that raw materials are not sourced from errant suppliers blacklisted by the local government, where such a list exists
- SIA is committed to reducing the use of single-use plastics with alternative sustainable materials for more in-flight items
- SIA has been the exclusive airline partner since 2010 for the Hutan Harapan Initiative, an ecosystem restoration concession covering nearly 100,000 hectares of tropical rainforest in Sumatra, Indonesia
- More information can be found via our Sustainability Report, which is published annually via the following link: [https://www.singaporeair.com/en\\_UK/sg/about-us/information-for-investors/annual-report/](https://www.singaporeair.com/en_UK/sg/about-us/information-for-investors/annual-report/)

#### Anti-Corruption

Please use the box below to describe **actions** your company has taken to fight corruption.

- All SIA employees are expected to adhere to the staff regulations published on our corporate Intranet. These staff regulations cover aspects such as anti-corruption, competition law, conduct, discipline, harassment, non-discrimination and personal data protection policies
- The Company's staff regulations are also reviewed regularly by the Human Resources and Legal departments to ensure relevance
- Anti-corruption policies and procedures are communicated to SIA employees via a web-based training module
- Clauses on anti-corruption and anti-bribery practices have been included in all new contracts since June 2012. The clauses mandate that all suppliers, including but not limited to caterers and ground handling agents, must comply with all local laws where they operate
- All of SIA's suppliers are expected to comply with our Suppliers' Code of Conduct, which was developed in accordance with SIA's business values
- More information can be found via our Sustainability Report, which is published annually via the following link: [https://www.singaporeair.com/en\\_UK/sg/about-us/information-for-investors/annual-report/](https://www.singaporeair.com/en_UK/sg/about-us/information-for-investors/annual-report/)

#### **MEASUREMENT OF OUTCOMES**

In the box below, please include the most relevant indicators to **measure outcomes**.

- Demographics of employees in SIA are broken down by gender, employment type, category, age and region
- Number and percentage of employees who received anti-corruption training are broken down by region and employment type

- SIA's Procurement department conducts factory visits when opportunities arise to assess if the suppliers have proper environmental management practices in place
- As part of the SIA Group's ongoing conservation efforts, energy and water consumption levels in buildings owned by SIA are monitored by the respective Facilities teams. Consumption figures are reviewed by the Occupational Safety, Health and Environment Committee on a quarterly basis and updates are provided to SIA's Management. The figures are tracked and compared across the years to ensure that we match or lower our utilities consumption as a company
- The SIA Group tracks its environmental performance with regard to fuel consumption, fuel productivity, CO<sub>2</sub> emissions, among others
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