



The Bank of East Asia, Limited

東亞銀行有限公司

(Incorporated in Hong Kong with limited liability in 1918)

(Stock Code: 23)

Slavery and Human Trafficking Statement

The Bank of East Asia, Limited (“BEA”) is a banking company incorporated in Hong Kong, with branches in Greater China, Southeast Asia, the United Kingdom, and the United States.

BEA is committed to its environmental, social, and governance (“ESG”) responsibilities, and prohibits slavery and human trafficking in its business and supply chain. We aim to drive improved performance by incorporating and embedding corporate social responsibility practices and concerns into our supply chain management processes. BEA is committed to working with suppliers that showcase best practice, while encouraging others to develop and demonstrate improvement within these fields. Communal well-being and the integrity of the environment is important to the BEA Group, hence we seek to promote sustainable development to all those within reach of our operations. We build relationships with suppliers that share our commitment to responsible and ethical operating practices, and will not knowingly work with suppliers that have a record of negative impact on the environment and society.

Our Supplier Code of Conduct outlines the Group’s requirements and expectations for the social and environmental performance of suppliers. It also aligns with the values and principles of the United Nations Universal Declaration of Human Rights and the fundamental conventions of the International Labour Organisation.

In 2020, the Bank engaged a sustainable supply chain expert to assess the Bank’s procurement practices one year after the launch of the Procure-to-Pay guideline, specifically in relation to the ESG risk assessment of suppliers and implementation of the Bank’s Supplier Code of Conduct. BEA will evaluate and build recommendations from the exercise into its supply chain practices going forward. In addition, BEA launched a dedicated Sustainable Procurement Toolkit via its corporate intranet in Hong Kong, which includes a clear workflow of BEA’s procurement process to ensure consistent practice across all units of the Bank in Hong Kong. In addition, the toolkit includes all relevant documentation and training videos, providing staff members with a one-stop shop for sustainable procurement guidance and support. BEA plans to promote this toolkit approach among other Group members and overseas branches in the coming years.

To cope with the outbreak of the COVID-19 pandemic in early 2020, the Group implemented a series of precautionary measures including but not limited to maintaining stringent workplace environmental hygiene, self-quarantine, social distancing, work-from-home arrangements, and split operations. These measures have proven to be effective as no significant adverse impacts on the Group's operations, due to the COVID-19 pandemic, have been identified. To support external stakeholders including suppliers' workers who may be more vulnerable to modern slavery during the pandemic, BEA provided a whistleblowing procedure, which can be accessed via its website¹.

BEA also has policies in place to address requirements in preventing slavery and human trafficking including, but not limited to its:

- Code of Conduct;
- Sustainability Policy;
- Human Rights Policy;
- Group Policy on Anti-Money Laundering and Counter-Terrorist Financing;
- Occupational Safety and Health Policy;
- Outsourcing Policy;
- Staff Grievance Procedure;
- Supplier Code of Conduct; and
- Whistleblowing Policy and Procedure.

We are committed to developing our people, conducting sufficient due diligence, and developing practical performance measures to monitor our progress in this regard.

This Statement shall be reviewed annually and as required to ensure its relevance and effectiveness. Should there be any discrepancy between the English version and the Chinese version of this Statement, the English version shall apply and prevail.

(reviewed and approved by the Board on 26th November, 2020)

¹ https://www.hkbea.com/pdf/en/corporate-governance/Whistleblowing%20Statement/e_Whistleblowing%20Statement_Dec%202020.pdf