



## **Affle 3i Limited**

### **HUMAN RIGHTS POLICY STATEMENT**

#### **1. INTRODUCTION**

Affle 3i Limited (hereinafter referred as the 'Company' or 'Affle') is committed to protect the fundamental rights of the individuals that have a direct business relationship with the Company. It strives to uphold the human rights principles and contribute to the fulfilment of human rights based upon the United Nations Guiding Principles on Business and Human Rights ("UN Guiding Principles").

#### **2. SCOPE**

This statement covers all our employees across Affle 3i Limited, its subsidiaries and Associate Companies.

#### **3. POLICY STATEMENT**

##### **3.1 EQUAL OPPORTUNITY EMPLOYER**

Affle is committed to provide a work environment free of discrimination, harassment and be an Equal Opportunity Employer. Merit in qualification, skills, performance, teamwork, innovation and capabilities must form the sole criteria for selection, remuneration and retention. All employment decisions shall be made without any regard to age, race, creed, colour, religion, gender, nationality, ancestry, disability, sexual orientation, marital status or any other basis as protected by state or local laws. We remain committed to making Affle a place where all talent thrives.

##### **3.2 HARASSMENT-FREE WORKPLACE**

Affle treats all its employees with respect and provides a work environment free from all forms of harassment, whether physical, verbal or psychological. Employees have the right to work in a professional atmosphere that promotes equal opportunities, prohibits unlawful discriminatory practices and upholds Right to freedom of opinion and expression, for all.

##### **3.3 SAFE AND HEALTHY WORKPLACE**

Affle is committed towards maintaining a safe and healthy workplace with key focus on hygiene, cleanliness of the work area, women's safety, employees health, adequate natural lighting, ventilation, smoke-free offices, medical support services and taking proactive measures to identify and minimize unforeseen accidents.

##### **3.4 INCLUSIVE WORKPLACE**

Affle's culture, beliefs and policies aim to encourage an inclusive workplace where everyone from the diverse mix feels valued, respected, treated fairly and empowered. We follow gender-inclusive policies and are focused on maintaining transparency, team collaboration, continuous learning & development, open communication and effective governance for a sustainable and responsible growth. Our culture is based on the four principles: Commit, Collaborate, Compete and Celebrate.

### **3.5 DATA PRIVACY**

The Company is committed to protecting data privacy. Our current data protection and privacy framework is backed by SGD Accreditation with IMDA, GDPR through GDPR lawyers and 3rd party review by auditors. Affle has comprehensive governance and policy that enables Data Privacy by Design, Private Data Impact Assessment, Private Data Risk & Control Matrix, Incident Management. Affle has a DPO team that handles all private data and compliance issues.

Affle also ensures that our data are protected through multi-layer password-protected authentication systems, automatic tools and tracking mechanisms, audits and information sharing on a need-to-know basis. We do not disclose information to third parties without the explicit consent of our stakeholders unless required by law to do so.

### **3.6 NO CHILD/FORCED LABOUR**

Affle is against any form of child labour and use of force, coercion or any other form of violence towards the employees.

## **4. REDRESSAL**

Any breach of the policy statement or concerns should be reported over an email to the Compliance Officer at [compliance@affle.com](mailto:compliance@affle.com).

## **5. REVIEW OF POLICY**

This policy was approved by the Board on May 14, 2022 and shall be effective from this date. It will be reviewed periodically for its suitability and updated as necessary.